Anti-Slavery and Human Trafficking Statement

2026

cardiff airport
maes awyr caerdydd

Anti-Slavery and Human Trafficking Statement

We, Cardiff International Airport, are committed to taking all reasonable steps to combat slavery and human trafficking in our business and supply chain. We are committed to the highest standards of ethics, integrity, and take a zero-tolerance approach to modern slavery and human trafficking in our direct operations and supply chains.

This statement sets out the steps taken, and those planned, to understand, prevent, detect and mitigate modern slavery risks across our business and supplier relationships. It has been prepared with reference to relevant UK legislation and guidance, including the Modern Slavery Act 2015, and reflects our commitment to continuous improvement and transparency.

Jon Bridge
CEO

July 2026



Organisational structure, business and supply chains

Cardiff International Airport operates aviation, passenger services, freight handling services, retail concessions, car parking, facilities management, and related services from our site at Cardiff International Airport (CWL), Rhoose, Vale of Glamorgan, Wales, CF62 3BD. Cardiff International Airport manages the airfield operations at St Athan Aerodrome, Bro Tathan West, St Athan, Barry CF62 4AF on behalf of Welsh Government.

Cardiff Airport is a Private Limited Company, wholly-owned by Welsh Government and operated as a commercial business at arm's length. We directly employ around 300 employees and over 30 business partners operate at or from the Cardiff International Airport site. We estimate that through direct, indirect and induced employment the total employment impact of Cardiff International Airport at March 2026 was over 5,500.

Our supply chains include providers of facilities and engineering services, freight handlers, construction and maintenance contractors, cleaning and security services, information technology, professional services, ground handling support, catering and retail concessions, and goods not for resale. We recognise that certain sectors and geographies can present higher inherent risks of labour exploitation and we prioritise our efforts accordingly.





Policies

Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to mitigate exposure to slavery and human trafficking taking place anywhere in our supply chains.

We also have the following policies in place relevant to modern slavery, which we continuously review and update:

— Whistleblowing Policy; which provides confidential reporting channels and protection from retaliation for raising concerns in good faith

It is our intention to expand and develop our policies during this current financial year to ensure that the risk of slavery and human trafficking is mitigated across all areas of our operations.

Due diligence processes

To help identify and monitor the risk of slavery and human trafficking in our supply chain, we apply proportionate due diligence across the supplier lifecycle and our workforce.

— All employees and many suppliers who work, or provide services, at Cardiff International Airport are subject to the security verification of their identity, background and criminal record in line with the requirements of the Civil Aviation Authority (CAA).

— We verify employee ages and rights to work, prohibit retention of identity documents and take all reasonable steps to ensure that wages and salaries are paid directly to the employee. We only engage agency workers through reputable employment agencies with whom we have appropriate contractual arrangements.

— Cardiff Airport has committed to paying all employees the Real Living Wage at a minimum.

— All Whistleblowing reports are investigated in line with due process and appropriate remedial actions taken.

— Cardiff Airport complies with and operates in accordance with the Procurement Act 2023; we will not knowingly engage, or contract, with suppliers or subcontractors where there is evidence of slavery or human trafficking. Suppliers may be subject to mandatory or discretionary exclusion where there is sufficient evidence of slavery, human trafficking or related activities.

— All suppliers are expected to undertake their own due diligence on their supply chains and to ensure they mandate the same standards as their own. In the event any concerns are raised to Cardiff International Airport; a full investigation will be carried out, and if appropriate, that supplier will be removed from our supply chain.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide tailored training to our employees, especially those in high-exposure roles in Procurement, People, Operations, and Facilities during this financial year.

Once implemented, training completion rates will be monitored and reported to senior management, and refresher training will be delivered on an annual basis.



Actions for 2026/27 financial year

We have completed a review of the effectiveness of the measures implemented to mitigate the risk of slavery and human trafficking within our operations and supply chains. Following this review, we intend to take the following additional steps to support continuous improvement in our approach.

- Expand business policies to ensure the risk of slavery and human trafficking is mitigated across all business operations.
- Deliver training to all employees on Modern Slavery and Human Trafficking.
- At contract renewals with our supply chain, and upon the issue of new contracts, ensure that specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children are included.
- Investigate the expansion of our Whistleblowing Helpline, or another appropriate channel, to contractors, business partners and customers to enable them to report any concerns regarding the direct activities of Cardiff International Airport, or that of our supply chain.
- Ensure that Modern Slavery and Human Trafficking is a regular agenda item at Cardiff International Airport's Audit and Risk Committee.
- Review opportunities to collaborate with peers, industry bodies and experts to improve our policies and procedures in this area.