Modern slavery statement 2026-2027

Organisation

This statement applies to Resource International Group Investments AG (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2026 - 2027.

Organisational structure

The organisation is the ultimate parent company of the Resource Group of companies. The Business is controlled by the board of directors supported by senior management at each of its business units. Resource Group is the brand name and comprises the following registered businesses:

Contractair (03308306) uses the trading name Flight Crew Services and conducts temporary employment agency and payroll compliance activities for flight crew, through itself and also through the registered businesses in Germany, Spain, Switzerland and the Channel Islands outlined below.

Resource Consulting Limited (03349233) conducts temporary employment activities and also the provision of HR and management. Based in Hartlebury - UK.

Resource Consulting AG (CH-170.3.024.146-9) provides licensed temporary and permanent agency services including the provision of advice, support and guidance for customers to help them realise their objectives. Based in Steinhausen -Switzerland.

C-Air Transport Services Limited (1-5665) provides payroll and temporary and permanent agency services including the provision of advice, support and guidance for customers to help them realise their objectives. Based in Guernsey – Channel Islands.

Resource Consulting Spain ETT (B66543596) provides licensed temporary and permanent agency services including the provision of advice, support and guidance for customers to help them realise their objectives. Based in Madrid - Spain.

LRTT Ltd (04633192) use the trading name Resource Training Solutions and provide approved training and examinations on behalf of national aviation authorities as well as provision of niche training products. Based in Kemble-UK and Humberside-UK.

Demand for the Organisation's product is consistently high throughout the year and is therefore not seasonal.
The labour supplied by the Organisation is in pursuance of its business operations and is primarily carried out in the European Economic Area, Switzerland, and the United Kingdom. Bespoke requests for the Organisations products and services also leads to the deployment of workers to the African, American, Middle and far Eastern global regions.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other Organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.
No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in every country where employees are situated, and in many cases exceeds those minimums in relation to its employees.
The organisation publishes a Modern Slavery Policy (SDB0942) which is administered through HR.

Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to the global provision of both manpower services and training products.
We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be extremely limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any Organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains.
The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.
In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Enforcing a modern slavery policy, supported by policies covering; employing people from abroad, staff code of conduct, grievance, modern slavery and whistleblowing.
- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery

Training

Training on aspects of Modern Slavery is available to all employees.
This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 19/01/2026

Signed:

Print name: Stephan Hickman

Job Title: CEO