

Modern Slavery Transparency Statement

Financial Year Ending 31st December 2025.

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Modern Slavery Statement for Financial Year ending 31st December 2025.

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 on behalf of Incora for the financial year ending 31 December 2025.

Incora has a zero-tolerance approach to any form of modern slavery and is committed to acting ethically in all our business dealings and relationships. This statement details the ways in which Incora combats slavery and human trafficking and its aspirations for the future in this regard.

Organisational Structure

Incora operates across the world in multiple locations supporting a global customer base. Our global headquarters are in the United States and our European headquarters in Derby, United Kingdom. Incora is a leading global provider of innovative supply chain solutions. Managing all aspects of the supply chain from procurement to warehouse management to on-site customer services. Our services range from traditional distribution to the management of supplier relationships, quality assurance, kitting, just-in-time delivery, warehouse management and point-of-use inventory management.

Our Supply Chains

We are mindful of the fact that our suppliers present the greatest potential exposure to modern slavery and we therefore have risk assessment processes to understand and minimize such risks. Incora has approximately 8000 vendors around the globe and their effective management is at the heart of our business. Our supply chain includes suppliers that we manage directly and those that we deal with on behalf of our customers. Incora deploys a robust supplier selection and management process that starts with numerous audits to ensure compliance to appropriate quality standards as well as environment and legal requirements. In addition to price, quality and delivery performance, suppliers are selected based on their compliance to the required legal and ethical standards. When we engage with a new strategic supplier, a Supplier Profile Survey is undertaken and on-site audit conducted at supplier facilities to ensure appropriate due diligence. A key part of this survey assessment is to determine whether or not the supplier has appropriate policies and procedures in place to deal with modern slavery.

Our Policies

In addition to the Code of Conduct Policy adopted in February 2021 which complements Incora's specific policies and procedures and explains how concerns can be raised, Incora's Global Labor and Ethics Policy prohibits the use of forced, bonded or indentured labor and regulates the use of agents. Incora's Anti-Slavery and Human Trafficking Policy makes explicit our commitment to ensure that slavery and human trafficking is not taking place in any part of our businesses or in any part of our supply chain. All suppliers are expected to comply with all aspects of our policies which can be found on our external website.

Training

To build upon the previous training provided to the Strategic Procurement team, our intention is to continue to roll out training across Incora to increase awareness and to support our policies in this area.


Approved by the board of Pattonair (Derby) Limited:



Approved by the board of Pattonair Limited:



Approved by the board of Wesco Aircraft EMEA, Ltd.:



Dated: July 25th 2025.