



Modern Slavery Transparency Statement

October 2020

Modern Slavery Statement f/y 2019-2020

Introduction

In January 2020, Wesco and Pattonair merged and have since rebranded as Incora™, 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. This is the first combined modern slavery statement for Incora™ and is made pursuant to section 54(1) of the Modern Slavery Act 2015. This statement is made by the board of directors for Wesco Aircraft EMEA, Limited, Pattonair (Derby) Limited and Pattonair Limited (together referred to herein as "Incora™") for the financial year ending 31 December 2019.

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. 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

Our supply chain includes suppliers that we manage directly and those that we deal with on behalf of our customers. We are conscious of the fact that our suppliers present the greatest potential exposure to modern slavery and we therefore have risk assessment processes to understand and minimise such risk.

When we first engage with a strategic supplier, we carry out appropriate due diligence, such as checking whether they have appropriate policies and procedures in place to deal with modern slavery. Throughout the relationship we carry out an ongoing risk analysis, looking at the geographical location of the strategic supplier and their extended supply chains, the type of product supplied and the type of supplier (specifically whether they are an Original Equipment Manufacturer or a distributor). There are also internal approval processes in place prior to the placing of purchase orders. Supplier approvals are reviewed at regular intervals.

If any supplier is unable to comply with our supplier standards, including those regarding slavery and human-trafficking, we will take appropriate action. This may include the cancellation of purchase orders, escalation of concerns within Incora™ and alerting local authorities of any suspected or confirmed illegal activity where appropriate.

Our Policies

The integration of policies is still underway but there is a comprehensive ethics and labour policy in the legacy Wesco business which prohibits the use of forced, bonded or indentured labour and regulates the use of agents. There is also an Anti-Slavery and Human

Trafficking Policy in place in the legacy Pattonair business. Over the next twelve months, the focus for Incora™ will be on integration and standardising processes across the group, including in relation to modern slavery and taking best practice from legacy Wesco and Pattonair and rolling this out across the Incora™ group.

Training

Training has been rolled out to members of our Strategic Procurement team to raise awareness of the company's obligations under the Modern Slavery Act and what constitutes modern slavery and to provide signs to look out for. Our intention is to consolidate training across Incora™ to increase awareness and to support our policies in this area.

Approved by the board of Pattonair (Derby) Limited:



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Approved by the board of Pattonair Limited:



A handwritten signature in black ink, appearing to be 'W. Russell', written over a horizontal dotted line.

Approved by the board of Wesco Aircraft EMEA Limited:



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Dated: 12 October 2020