

AA Limited - Modern Slavery Statement FY25

AA Limited and its subsidiaries ("The AA" or "the Group") are committed to protecting the human rights of anyone impacted by our business and does not tolerate modern slavery of any kind. This statement, relating to the financial year ending 31 January 2025 ("FY25"), is made pursuant to section 54 (1) of the Modern Slavery Act 2015 (the Act).

Our business and supply chains

The AA is the largest provider of roadside assistance services in the UK, with a successful insurance business and propositions across the driving services category. Our roadside assistance business attended over 3 million breakdowns in FY25, with more than 2,500 patrols on hand to support our members. Our insurance business includes a broker operating a diverse panel of underwriters including our in-house underwriter. We also offer a market-leading driving school, a driver education business, an in-house service, maintenance and repair (SMR) offering alongside other financial and insurance-related services.


The AA employs over 7,000 people who carry out a range of field-based and office-based roles. The significant majority of these people are based in the UK except for our Gibraltar office where less than 15 employees were based at the end of FY25. Our business operations are supported by a supply chain that provides a wide range of goods and services with most of these suppliers being UK-based at the end of FY25.

Full details of our businesses and subsidiaries are set out in our 2025 Annual Report and Accounts available on our corporate website (theaacorporate.com).

Our policies and key documents

The AA's environmental, social and governance (ESG) approach puts people, planet and community at its core. This is reinforced through our policies, codes of conduct and annual reporting. Policies and documents relevant to this statement include:

- Our **Environmental, Social and Governance (ESG) Report** that sets out our ESG framework and our delivery against this on an annual basis.
- Our **Supplier Code of Conduct** that outlines the standards we expect from our suppliers, including specific provisions forbidding the use of forced, bonded or compulsory labour.
- Our **Procurement Policy** that outlines the principles for expenditure across the group including a commitment to using ESG criteria as part of the assessment for relevant suppliers.
- Our **Recruitment Policy** that outlines our principles for recruiting staff including a commitment to undertaking pre-employment checks on external candidates.
- Our **Whistleblowing Policy** that outlines our approach for enabling our people to raise concerns at work and how we protect those that raise these concerns.



Our ESG Report and Supplier Code of Conduct are publicly available and can be found on our corporate website (theaacorporate.com). More detail on how our internal policies meet the requirements of the relevant Non-Financial Reporting Regulation is provided on page 41 of our 2025 Annual Report and Accounts.

Due diligence

In our direct operations, we maintained processes during FY25 that ensure that anyone we recruit, including through employment agencies, has appropriate screening checks before onboarding. These include a right-to-work check and a financial background check for all roles within The AA which are supplemented with additional checks for employees in our regulated entities.

In our supply chain, The AA has a centralised procurement team that continues to take responsibility for the governance of The AA's purchasing arrangements. During FY25, provisions for modern slavery continued to be included in the AA's Supplier Code of Conduct, which is applicable to our suppliers. Our standard purchase order terms and conditions and standard contractual terms during FY25 also included specific language requiring the supplier to comply with the Modern Slavery Act 2015 and to warrant that it has in place adequate procedures to prevent it (and its suppliers) from engaging in conduct prohibited by law.

Risk management

The Board of AA Limited is responsible for determining the level of risk that The AA is prepared to take to achieve its strategic objectives. The levels of risk are articulated through a series of risk appetite statements, and we monitor the performance of the business relative this risk appetite. Any material risks or issues are escalated to the relevant Committees and Boards. More detail on our risk management approach can be found on pages 21 – 26 of our 2025 Annual Report and Accounts.

Modern slavery was not identified as a principal risk for The AA in FY25. Our business operations and suppliers are predominantly based in the UK, which was assessed by the most recent Global Slavery Index¹ be among the countries with the lowest prevalence of modern slavery globally (145 out of 160). We will be running a modern slavery risk assessment across the group in FY26 to identify areas where our exposure to modern slavery risk may be heightened.

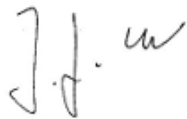
Training

We have mandatory training in place for staff on key policies and procedures including whistleblowing, financial crime, employee conduct and vulnerable customers. 97% of relevant staff completed all mandatory modules at the end of FY25. In FY26, we are looking to provide additional modern slavery training to appropriate colleagues based on the findings of our modern slavery risk assessment.

¹ Global Slavery Index (2023), United Kingdom Country Study

Monitoring effectiveness

This statement demonstrates The AA's commitment to helping eradicate modern slavery from our business and supply chains. There were zero issues relating to modern slavery or human rights abuses reported through our whistleblowing process during FY25.

A handwritten signature in dark ink, appearing to read 'J. Pfaudler' with a stylized flourish at the end.

Jakob Pfaudler, Chief Executive Officer
on behalf of the Board of AA Limited
Date: 28th July 2025

This is a Group statement covering AA Limited and its applicable subsidiary entities which operate in the UK and meet the annual turnover threshold, this being Automobile Association Developments Limited, Automobile Association Insurance Services Limited and Drivetech (UK) Limited.