



EASTERN AIRWAYS AND AIR KILROE MODERN SLAVERY STATEMENT

We are committed to improving our practices to combat slavery and human trafficking. We recognize that slavery and human trafficking is a real yet hidden issue in our society. We will not tolerate slavery and human trafficking in our business or supply chain. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that any form of slavery is not taking place in our own business or supply chains.

Organisation's structure

We are a provider of commercial aviation services offering travel options for our passengers and customers to UK and EU destinations, operating from 7 sites in the UK. As part of our operation, we employ highly skilled staff such as pilots and engineers and, as such, believe that the risk of slavery and human trafficking within our business is low.

Our supply chain

The suppliers to our company primarily consist of professional and airline suppliers of aircraft, parts and other components and are based throughout the world. Aviation is a technical, skilled and highly regulated industry. Given the nature of our services, the primary locations in which we operate and the suppliers we use, we believe the overall risk of modern slavery in our supply chain is low.

Relevant policies

We operate with a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Recruitment** – we operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Whistleblowing** - our whistleblowing policy ensures that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, with fear of reprisal
- **Health and safety** – this policy sets out our approach to ensure we provide a safe environment for our staff

Training

Training on this policy forms part of the induction process for all individuals who work for us. Updates are provided using established methods of communication between the company and staff. A copy of this policy is published on the Company Intranet, which is accessed by all employees.

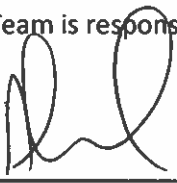
Posters providing information and awareness of slavery and human trafficking are displayed around the company, at all locations.

Due diligence

Our zero-tolerance approach to modern slavery is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them by requesting they sign and agree to a Joint Venture Statement.

Responsibility

The Senior Management Team is responsible for ensuring compliance and effectiveness of this policy.

Signed  _____

Name **Andy Vickers**

Position **Accountable Manager**

Date **4th April 2023**