

**National Jet Express**  
**Modern Slavery Statement**  
Calendar Year 2025



## **1. Introduction & Reporting Entity**

This joint Statement constitutes the modern slavery statement for National Jet Express Pty Ltd (NJE) for the calendar year 1 January 2025 – 31 December 2025, covering all fully owned and operating subsidiaries and business units within Australia. NJE supports the principles contained in the Universal Declaration of Human Rights and seeks to reflect these in the context of its business activities. This report confirms NJE's position in respect of such matters and highlights the steps that are being taken to safeguard that there is a process to identify, address and minimise any slavery or human trafficking known to be taking place in the course of business activities.

## **2. Business Structure**

NJE's structure consists of a parent company; National Jet Express Ltd, and several subsidiaries, including NJE Aviation Services Engineering Pty Ltd, NJE Fleet Support Pty Ltd and Asia Pacific Airlines Pty Ltd and (the NJE Group).

Headquartered in Perth, NJE has a national footprint, operating out of metropolitan centres and regional bases and employing close to 600 staff across Australia and Papua New Guinea. National Jet Express Pty Ltd is a major provider of contract aviation services in Australia and provides closed charter (fly-in, fly-out) services to remote sites in support of mining, oil and gas projects, as well as operating a small, closed charter operation in Papua New Guinea and outsourced freight services for Qantas.

NJE's engineering functions supports the line and base maintenance of its aircraft fleet in various locations around Australia.

NJE's aircraft fleet includes a range of aircraft types including Embraer 190, De Havilland Dash 8-Q400 BAE146 Freighters, and De Havilland Dash 8-100 aircraft.

## **3. Operations, Supply Chains and The Risks of Modern Slavery**

NJE has a zero-tolerance approach to modern slavery and communicates this to all levels of the supply chain from contractors to business partners when entering into new or renewed contracts.

NJE utilises approximately 937 suppliers in support of the operational activity, these are categorised into;

- 1) direct suppliers (aircraft parts and components) and
- 2) in-direct suppliers (non-aircraft materials and services).

The procurement activity is managed and controlled utilising a single Enterprise Resource Planning (ERP) system, where suppliers are loaded and controlled by NJE's finance and engineering team.

## Direct Suppliers

NJE's annualised spend with its direct suppliers is in excess of \$50M, with approximately 43% spend within Australia. This direct spend accounts for 24% of NJE's total spend, utilising approximately 222 suppliers with the majority of these being Original Equipment Manufacturers (OEMs) and approved maintenance repair and overhaul facilities of aircraft parts and components.

These suppliers are mostly located in North America, Western Europe, Singapore and Australia. NJE's direct suppliers are governed by international aviation regulatory and industry quality standards which are subject to established audit schedules and regulatory reviews.

## Indirect Suppliers

NJE's indirect spend accounts for the remaining 76% of NJE's total spend, utilising approximately 650 suppliers. Of that spend, around 24% is spent with aviation-centric multinational companies supplying industry services and products such as fuel, aircraft leasing, airline travel and pilot training services, which are subject to the same industry standards as Direct suppliers. From the remaining 76% of spend, approximately three-quarters are with Australian based suppliers. These suppliers provide business consumables and supplies for the running of a large national and geographically-diverse aviation business.

NJE is yet to find any indication of modern slavery risks through its operations and supply chain, but acknowledges a greater risk exposure within its indirect spend in areas such as textiles, i.e. uniforms, face masks and paper-based consumable products.

## 4. Measures for Controlling, Assessing and Addressing the Risks

NJE assesses modern slavery risks through both internal operations and external supply chains using the major modern slavery risk indicators stated within the *Modern Slavery Act 2018* Guidance for Reporting Entities.

### Internal Assessment – NJE Operations

NJE identifies and assesses potential modern slavery risks within its organisation by means of business-wide training programs, whistleblowing and grievance mechanisms.

NJE utilises an internal training system, which is updated on a regular basis. Every NJE employee completes modern slavery training through NJE's Galaxy training platform upon commencing employment. This program is also completed by long-term contractors that NJE engages. Implementing this reduces the risks of any modern slavery occurrences and generates awareness within the NJE group.

NJE encourages employees to report any concerns regarding wrongdoing, unethical practices, or potential modern slavery risks if they believe an incident may constitute a modern slavery act. Reports can be submitted to a Management Committee member or to the Company Secretary at [CompanySecretary@nje.aero](mailto:CompanySecretary@nje.aero). Any reports made will undergo a thorough review to uphold business integrity and transparency.

## External Assessment – NJE Suppliers

NJE identifies and assesses modern slavery risks of its suppliers through a questionnaire included in the supplier assessment form, which is required as part of the on-boarding of new suppliers or renewal of existing suppliers. The scope of the questionnaire includes:

- i. **Supplier Identification** – general business information such as business name, address, key personnel, banking details, ABN / DUNS.
- ii. **Workforce Diversity** – information regarding the total number of employees and details regarding both female and/or indigenous ownership and small to medium enterprise (SME).
- iii. **Policy and Supply Chain Practices**– requires the supplier to acknowledge and disclose policies in place that includes bribery and corruption, universal declaration of human rights, conflict minerals, human trafficking and modern slavery that covers the identification and management of modern slavery risks within the company's supply chain.

Should NJE identify any risk indicators of modern slavery across its supply chain through the supplier initial onboarding or renewal process, or indeed during the ongoing operations, NJE will conduct a further investigation.

NJE also requires its major suppliers, **wherever feasible**, to make a compliance statement in a form essentially similar to the one attached to this Statement. This requires suppliers to comply with, amongst other things, the provisions of the Modern Slavery legislation.

## **5. Effectiveness of the Measures**

NJE recognises the importance of identifying and addressing modern slavery risks within the company. The company remains committed to continuously enhancing its frameworks and processes to evaluate the effectiveness of its efforts in assessing and managing these risks across its operations and supply chains.

NJE ensures its business operations and supply chain comply with safety, quality and regulatory standards. These measures help identify modern slavery risks through internal reporting, allowing for appropriate actions based on findings. To ensure the effectiveness of the relevant internal policies and their application across business areas, the company periodically carries out reviews to refine procedures and adopt best practices where appropriate.

NJE remains focused on managing suppliers, including measuring and reporting any modern slavery findings in accordance with the guidelines of the *Modern Slavery Act 2018*.

## **6. Responsibility for the Reports**

The Company Secretary and Directors are accountable for investigating all reports submitted to them regarding modern slavery concerns and taking appropriate action to resolve any identified issues. They must conduct regular reviews to ensure that cases are thoroughly assessed, addressed, and effectively managed. Additionally, they oversee the implementation and regular review of the NJE Modern Slavery Policy to maintain its effectiveness.

Furthermore, management at all levels is accountable for fostering awareness among employees regarding their right to report concerns related to modern slavery. It is their duty to ensure that any such concerns are promptly escalated to the Company Secretary and Directors for appropriate action.

## **7. Process of Consultation**

Each NJE business unit has an important part to play in assessing and addressing modern slavery risks within its operations and supply chains.

The consultation process involved engagement from each business unit, as well as consulting with Human Resources to assess the potential risks and measures imposed by NJE within its Human Resources function.

This Statement was assessed and approved by NJE's Management Committee.

## **8. Conclusion**

NJE understands that there are some countries in which its supply chain operates that pose a level of risk to modern slavery. As evidenced by the employee training modules, anti-slavery and human trafficking policies, and through direct and indirect supplier assessments, NJE is currently taking steps to ensure that there is awareness and measures in place to address any identified risks across its businesses.

NJE recognises that due diligence needs to be continuously applied and awareness and training programs improved and adapted to combat the ever changing and ever-present issue of human trafficking and modern slavery.

### **Endorsement**

This Statement is made pursuant to the *Modern Slavery Act 2018*, and constitutes the modern slavery statement for National Jet Express Pty Ltd, as well as its fully-owned entities within Australia, for the calendar year 1 January 2025 – 31 December 2025.

This joint statement was approved by the Management Committee of the reporting entities on 01/05/2026 and is duly signed by:



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**Robin Furber**

Executive Director – National Jet Express Pty Ltd