



Modern Slavery Statement 2022

Jet Aviation Australia

Modern Slavery Statement

Introduction

This Modern Slavery Statement is made by Jet Aviation Australia Pty Ltd ACN 001 540 316 (“Jet Aviation”) in accordance with the Modern Slavery Act 2018 (Cth) (the “Act”). This Statement covers the reporting period of 1 January to 31 December 2022, to assess and address the modern slavery risks in its operations and supply chain.

Throughout this Statement, the term “modern slavery” is used to refer to the various forms of coerced labour including forced labour, child labour, domestic servitude and human trafficking.

Jet Aviation, as a company that operates around the world, recognizes the global nature of modern slavery risks and understands the importance of ensuring that respect for human rights and dignity is upheld and embedded at all levels of the business. Jet Aviation does not tolerate any form of modern slavery anywhere within our business or supply chains.

Structure, Operations & Supply Chains

Jet Aviation is a private company incorporated and based in Australia, providing aviation products and services across Australia, New Zealand, Asia Pacific and the Middle East. Jet Aviation continues to be a leader of integrated civil, government and military aerospace sales and products support including maintenance, repair and aftermarket support (avionics, spares, component services and advance manufacturing), fixed based services (“FBO”) and fixed and rotor wing aircraft sales.

Jet Aviation has its registered office in North Sydney, with operations carried out across 12 sites throughout Australia. As of 31 December 2022, Jet Aviation’s workforce comprised of approximately 613 employees.




12
Locations


~613
Employees

In the reporting period, Jet Aviation worked with approximately 39,500 direct suppliers based in Australia and overseas. The majority of the suppliers are based in Australia making up approximately 64% of the supply chain. The remaining direct suppliers were located mainly in the following locations:

- United States (16%)
- Canada (9%)
- Singapore (8%)
- United Kingdom (1%)
- Netherlands (1%)

The largest category of products and services procured in the reporting period aircraft maintenance, repair and overhaul.

Assessment and Mitigation of Risks of Modern Slavery Practices in the Operations and Supply Chains

During the reporting period, Jet Aviation assessed its potential modern slavery risks across the products and services procured from direct suppliers taking into consideration a number of factors including:

- geographic location,
- industry and
- type of product and services.

Jet Aviation procures products and services from suppliers from different geographic locations which may pose a risk of exposure to modern slavery practices. However, a large portion of products and services were procured from suppliers located in Australia and other low risk countries. Categories that were identified as potentially being vulnerable to modern slavery risk were uniforms and office supplies which were found to be sourced from mostly Australian suppliers. Additionally, as majority of products and services procured during the reporting period were related to aircraft maintenance, repair and overhaul in a highly regulated industry the risk of modern slavery is assessed as low.

Jet Aviation remains committed to maintaining and improving systems and processes to identify and address modern slavery risks related to its operations, supply chain, and products and services. Jet Aviation's commitment to compliance with the Act is outlined in the General Dynamics Standards of Business Ethics and Conduct (the "Blue Book") and Jet Aviation policies.

Jet Aviation's employees are employed in accordance with applicable legislation and our policies and procedures. Jet Aviation treats all of our employees with dignity and respect and provide them with fair compensation and equal employment opportunity. We stand behind basic universal human rights, including that employment must be voluntary and oppose modern slavery and human trafficking in all forms.

Jet Aviation has a whistleblowing policy that provides a confidential mechanism for individuals to disclose concerns regarding modern slavery risks in Jet Aviation's business. It is the responsibility of all employees to report immediately any concerns or suspicions that modern slavery practices may be present in any parts of our business or supply chain to their Manager, the Head of Legal, or the Ethics Officer.

Jet Aviation maintains robust ethics and compliance programs and provide all employees with regular training.


All policies are reviewed regularly to ensure continued compliance with the Act.

Assessment of effectiveness of these actions and continued improvement

Jet Aviation will continue to review the effectiveness of its processes and where necessary introduce additional measures to ensure compliance with the Act.

This Statement was approved by the board of Jet Aviation Australia Pty Ltd on 27th June 2023.

Signed

A handwritten signature in black ink, appearing to read 'Joe Reckling', with a long, sweeping horizontal stroke above the name.

Joe Reckling

Director

Date: 27th June 2023