

Modern Slavery Statement

Introduction

This Modern Slavery Statement is made by Jet Aviation Australia Pty Ltd (formerly known as Hawker Pacific Pty Ltd) (ACN 001 540 316) (“Jet Aviation”) in accordance with the Modern Slavery Act 2018 (the “Act”). This Statement covers the actions taken by Jet Aviation to recognise and address the modern slavery risks in its operations and supply chains for the reporting period from 1 January to 31 December 2020.

Jet Aviation recognises that slavery and human trafficking can occur in many forms such as forced labour, child labour, domestic servitude, sex trafficking, and workplace abuse. Therefore, throughout this Statement we use the terms “slavery and human trafficking” to encompass these various forms of coerced labour.

Jet Aviation is 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 further outlined in the General Dynamics Standards of Business Ethics and Conduct (the “Blue Book”) and Jet Aviation policies.

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 and military aerospace sales and products support including MRO and aftermarket support (avionics, spares, component services and advance manufacturing), FBO services and fixed and rotor wing aircraft sales. As of 31 December 2020, the Jet Aviation workforce comprised of approximately 552 employees.

In the reporting period, Jet Aviation procured products and services from a range of suppliers based in Australia and overseas. Suppliers based in Australia made up 71% of the supply chain and the remaining suppliers were located mainly in the United States, Canada, the United Kingdom, New Zealand and Singapore. The largest category of products and services procured in the reporting period was related to aircraft maintenance and repair.

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

In assessing the risks that may cause, contribute or be directly linked to modern slavery practices, we considered a number of factors including geographic location, industry and the type of product and services that were procured. 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 with one item being sourced from Singapore. Jet Aviation is committed to working with its direct suppliers to identify and address modern slavery risks. We aim to develop a comprehensive supply chain map to better demonstrate and understand the locations and nature of products and services.

We set clear expectations of our suppliers as codified in the Blue Book, policies, procedures and our standard terms and conditions. We also aim to improve the screening of modern slavery risks in our existing due diligence procedures of suppliers.

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.

Additionally, the impact of COVID-19 on the aviation industry in Australia and globally cannot be understated. Jet Aviation recognises the impact of COVID-19 on its employees, operations and supply chains generally and particularly those that are vulnerable to modern slavery practices. Jet Aviation complies with all relevant national and local Government COVID-19 guidance and we ensure that all staff are provided with and comply with the recommended social distancing measures and the wearing of personal protective equipment including masks, hand sanitizer and gloves. The impact of COVID-19 also limited our ability to fully implement certain measures to identify and address modern slavery risks such as in person training, supply chain audits and mapping. Jet Aviation intends to work towards these actions in the next reporting period.

Assessment of effectiveness of these actions

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 23rd of July 2021.



Joe Reckling

Director

Date: 23rd of July 2021