

## **EVA Airways Corporation**

### **Modern Slavery Act Statement**

#### **Introduction**

We are proud of the steps we have taken to combat slavery and human trafficking. In 2020, we established the *EVA Airways Corporation Codes of Conduct* (the 'Policies') which are designed to ensure that we operate in line with the highest standards of ethics.

This includes strictly prohibiting unethical behaviours such as the use of modern slavery and human trafficking in our operations and supply chains. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

It is a priority within the company to ensure that the people we deal with (in particular suppliers and our representatives) share this responsibility and reflect our values to prevent slavery, servitude and forced or compulsory labour.

#### **Organisation's structure**

EVA Air is a privately-owned airline with 87 aircraft, currently serving 68 destinations in America, Oceania, Europe, Asia and mainland China. We have 10,940 employees worldwide. Due to ongoing COVID-19 pandemic, we were only able to fly around 2.3 million passengers in 2020 which is only 20% of the previous year.

Our sister company is the Evergreen Marine Corporation, and our affiliates are: Evergreen Aviation Technologies Corporation., Evergreen Airline Services Corporation, Evergreen Sky Catering Corporation, Evergreen Air Cargo Services Corporation, Evergreen Airways Service (Macau) Ltd., Hsiang-Li Investment Corporation, PT Perdana Andalan Air Service, Sky Castle Investment Ltd., EVA Flight Training Academy.

For more information, please see our company profile: <https://www.evaair.com/en-global/about-eva-air/about-us/>

#### **Our supply chains**

Our supply chains mainly involve large, multinational companies.

Our main suppliers concern our aircraft, which are sourced from Airbus and Boeing. Other suppliers include (but are not limited to) Microsoft, Menzies Aviation (Ground Services) Australia Pty Ltd, JETS Transport Express, KPMG Australia and National Australia Bank.

All of the above companies take the issue of modern slavery seriously and have published statements in compliance with the Modern Slavery Act.

### **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. All our staff are required to act ethically and in accordance with all relevant legislation, including the Modern Slavery Act, at all times.

Our Policies reflect our commitment to acting ethically and with integrity in all our business dealings and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

### **Supplier adherence to our values and ethics**

We have zero tolerance for slavery and human trafficking. Our suppliers are required to hold their own suppliers to the same high standards.

All our suppliers are required to sign a Letter of Commitment in relation to our Supplier Code of Conduct, which places great importance on the working conditions and environments of workers.

Prior to any commercial dealings, the Company will always assess the legality and ethical conduct of the other party, including assessing the risks involved with the particular service being provided, and the country in which the supplier is based. As part of our ongoing risk assessment and due diligence processes, we consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Policies.

We also assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties.

If we find that other individuals or organisations working on our behalf have breached our Policies or requirements for ethical conduct, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remedied and whether that might represent the best outcome for those individuals impacted by the breach, to terminating such relationships.

### **Measuring Effectiveness**

We will continually monitor the effectiveness of our efforts to combat modern slavery and human trafficking, and will carry out a review each year to identify any issues or areas for improvement.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide the Behaviour Recognition training to our cabin crew and station managers annually.

This statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2020, and was approved by the board on 22 March 2021.

Signed



22 March 2021  
Clay Sun  
President  
EVA Airways Corporation