



# Modern Slavery Statement 2021

Jet Aviation Australia

## Modern Slavery Statement

### Introduction

This Modern Slavery Statement is made by Jet Aviation Australia Pty Ltd (“Jet Aviation”) in accordance with the Modern Slavery Act 2018 (the “Act”). This Statement sets out the steps taken by Jet Aviation during the reporting period of 1 January to 31 December 2021, to assess and address the modern slavery risks in its operations and supply chain.

In this Statement, the terms “slavery and human trafficking” are used to encompass the various forms of coerced labour including 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 recognises the global nature of modern slavery risks and as a company with operations and suppliers located around the world, we understand the importance of ensure that respect for human rights and dignity is embedded at all levels of our business. Jet Aviation does not tolerate slavery and human trafficking within our business or supply chain.

### 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 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 Sydney, with operations carried out at 12 sites throughout Australia. As of 31 December 2021, the Jet Aviation workforce comprised of approximately 550 employees.



12  
Locations



~550  
Employees

In the reporting period, Jet Aviation procured products and services from approximately 1460 direct suppliers based in Australia and overseas. Direct suppliers based in Australia made up approximately 71% of the supply chain and the remaining direct suppliers were located mainly in the following locations:

- United States
- Canada
- Singapore
- United Kingdom
- Netherlands
- New Zealand
- France

The largest category of products and services procured in the reporting period remains to be related to aircraft maintenance and repair.

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

A number of factors including geographic location, industry and type of product and services procured are considered in assessing the risks that may cause or contribute to modern slavery practices. 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.

In the reporting period, COVID-19 continued to have an impact on Jet Aviation and the aviation industry both in Australia and abroad in relation to employees, operations and supply chains. Like many other industries, we have seen both staff and product shortages due to COVID-19 and other unprecedented global events. Jet Aviation continued to comply with all relevant government COVID-19 guidance at the state and federal levels as they continued to evolve throughout 2021.

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. 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's employees are employed in accordance with applicable legislation and our policies and procedures. We treat 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. We oppose 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.

We maintain 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 26th of September 2022.

Signed

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

Joe Reckling

Director

Date: 26th of September 2022