

## **MODERN SLAVERY STATEMENT**

*Alliance Aviation Services Limited has produced this Modern Slavery Statement in accordance with Section 16 of the Modern Slavery Act 2018 (Cth) ("the Act") for the financial year ended 30 June 2025.*

*All references to our, we, us, the Company, the Group, and Alliance collectively refer to Alliance Aviation Services Limited its reporting entities and subsidiaries including Alliance Airlines Pty Limited, Alliance Leasing No. 1 Pty Limited, Alliance Leasing No. 2 Pty Limited, Alliance Leasing No. 3 Pty Limited, Jet Engine Leasing Pty Ltd, Bravo Airlines Pty Limited, Unity Aviation Maintenance Pty Ltd, and Rockhampton Aviation Maintenance Pty Limited.*

## **INTRODUCTION**

Alliance Airlines Pty Limited, established in 2004, was listed on the Australian Stock Exchange as Alliance Aviation Services Limited ("AZQ", "Alliance", "Alliance Airlines" or "The Company") in 2011. The company operates across four aviation market segments: closed charter, ACMI (Aircraft, Crew, Maintenance, and Insurance), aircraft leasing, and part sales. Each segment utilises Alliance's substantial investments in physical assets, which include aircraft, engines, and spare parts. The Group employs 1,450 staff across seven primary bases being Adelaide, Brisbane, Cairns, Darwin, Perth, Townsville and Rockhampton.

## **A MESSAGE FROM OUR MANAGING DIRECTOR**

Alliance is pleased to release its seventh Modern Slavery statement.

The company maintains accountability at all levels to comply with health and safety requirements established by relevant laws. Its corporate governance is based on business integrity.

As Alliance expands, the supply chain grows in both size and complexity. The organisation continues to monitor its commitments related to Modern Slavery.

Safeguarding the human rights of employees and partners remains an ongoing focus for the Board and Management Team.

A handwritten signature in black ink, appearing to read "Stewart Tully", written over a horizontal line.

**Stewart Tully**

*Managing Director*

*26<sup>th</sup> November 2025*

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## MANDATORY REPORTING CRITERIA IN THE MODERN SLAVERY ACT

Australian Modern Slavery Act – mandatory criteria	Page 2
Identify the reporting entity	Page 3
Describe the structure, operations, and supply chain of the reporting entity	Page 3
Describe the risks of modern slavery practices in the operations and supply chain of the reporting entity and any entities that the reporting entity owns or controls	Page 4
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Page 5
Describe how the reporting entity assesses the effectiveness of such actions	Page 6
Describe the process of consultation with any entities that the reporting entity owns or controls	Page 6

## STRUCTURE AND REPORTING ENTITIES

The controlled entities of Alliance Aviation Services Limited (ASX: AQZ) are:

Name	Country of incorporation
Alliance Airlines Pty Limited	Australia
Alliance Leasing No. 1 Pty Limited	Australia
Alliance Leasing No. 2 Pty Limited	Australia
Alliance Leasing No. 3 Pty Limited	Australia
Jet Engine Leasing Pty Ltd	Australia
Bravo Airlines Pty Limited	Australia
Unity Aviation Maintenance Pty Ltd	Australia
Rockhampton Aviation Maintenance Pty Limited	Australia

## OUR GOVERNANCE FRAMEWORK

Alliance upholds transparency, rigor, and accountability in its corporate governance. We are dedicated to socially responsible, ethical operations with clients and partners. The Group's Corporate Governance Statement is available on the Alliance Airlines website.

Stakeholders	Government & Regulators	Clients & Investment Partners	Shareholders	Employees	Community
<b>Board</b>	The Board of Directors maintain oversight of the company's human rights obligations.				
<b>Management Responsibility</b>	<b>Audit and Compliance Committee</b> Responsible for oversight of the Company's response to human rights obligations and provides guidance to the Board.		<b>Executive Leadership Team</b> Accountable for the implementation of the group's human rights obligations.		
<b>Business Processes</b>	<b>Human Resources</b> Ensuring employees are subject to relevant awards or industrial instruments		<b>Procurement Team</b> Ensuring the identification and response to the modern slavery risks within the group's supply chain.		
	<b>Line Management Team</b> Ensuring identification and response to modern slavery risks within their departments.		<b>Operational Staff</b> Responsible for the identification of modern slavery risks within the group's operations and supply chains, consistent with the company's values.		
	<b>Commercial Teams</b> Each contract owner must ensure that, as is practical, that suppliers comply with all local, national and other applicable laws and regulations in the regions in which they operate, including modern slavery.		<b>All Staff and Contracts</b> All Staff are responsible for complying with all the Groups' policies and procedures, including the policies that assist in the identification of modern slavery risks.		

**Our People**

Alliance employees excess of 1,450 staff in Australia, across seven sites. Alliance also relies on the engagement of indirect workers who support our business with the provision of labour and services.

Indirect Labour		
Hired Labour	Contractors	Sub-Contractors
Alliance contracts a proportion of aircraft maintenance staff through labour hire firms	Alliance engages directly with contractors who provide labour.	Sub-contractors are engaged by contractors to provide labour.

Alliance engages a diverse network of suppliers who deliver materials, equipment, inventory, and labour essential to our operations.

**1,047**  
Direct (Tier 1) suppliers

During FY25, Alliance worked with 1,207 suppliers and spent a total of \$535 million. Although the majority of these suppliers are in Australia, we acknowledge that modern slavery risks may exist at multiple levels of our supply chain, including among companies involved in mining, growing, extracting, and processing the raw materials used in our purchases.

**\$535m**  
Total Spend

**77%**  
Australian Based Suppliers

In addition to our direct suppliers, our supply chain includes indirect suppliers who provide goods and services to our direct partners. Examples include manufacturers of clothing sourced by our suppliers and cleaning services contracted by our external partners.

**23%**  
Overseas Based Suppliers

**Geography Risks**

Alliance has confirmed that none of our direct suppliers are based in the 10 countries with the highest rates of modern slavery, as listed by the Walk Free Foundation Global Slavery Index 2023. However, there remains a risk through indirect suppliers, as our direct suppliers may source goods or services from these countries.

**Category Risks**

Suppliers of products such as stationery, uniforms, technological devices, and hardware may source goods through offshore manufacturing. The specific locations of these offshore operations are not always disclosed, which means some facilities may operate in countries identified by NGOs as having a higher rate of modern slavery. As a result, suppliers using offshore manufacturers represent a potential risk area for Alliance Airlines.

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## Sector Risks

The Walk Free Foundation Global Slavery Index 2023 noted the top 5 at risk imports by product into Australia:

- Electronics
- Fish
- Garments
- Solar Panels
- Textiles

Alliance may unintentionally hire vulnerable workers via labour agencies, especially in high-risk sectors like electronics, garments, and textiles. This is a significant risk for the Group.

## ACTIONS TAKEN TO ADDRESS THE RISKS OF MODERN SLAVERY IN OUR SUPPLY CHAIN

Alliance monitors direct suppliers' performance and ensures they meet modern slavery reporting requirements or comply with the Alliance Modern Slavery Policy. We screen new suppliers during onboarding. In FY25, our procurement process included discussions with proposed suppliers to assess and address modern slavery risks in their operations and supply chains.

### Key policies address modern slavery risks

- The Group's **Modern Slavery Policy** outlines its commitment to addressing modern slavery risks in operations and supply chains. Reviewed annually, including in FY25, the Policy remains relevant and required no major changes.
- The Group introduced its **Supplier Code of Conduct** in FY24, offering enhanced protection for identifying and mitigating modern slavery risks within the Group's supply chain. This policy undergoes an annual review to maintain its relevance.
- The Group's **Whistle-blower Policy** allows whistle-blowers to report modern slavery or other concerns directly to the Chair of the Audit and Risk Committee. The policy is reviewed annually for relevance.
- The Group's **Code of Conduct** applies to all directors, employees, and contractors. It sets expectations for conduct at Alliance and defines the organisation's corporate values. This Policy is reviewed annually to maintain its relevance.
- The Group's **Anti-bribery and Corruption Policy** is applicable to all directors, employees, and contractors, and specifies procedures for ethical business conduct. This Policy is reviewed annually to maintain its relevance.

### Training and Awareness

All employees managing procurement or vendors must complete annual Modern Slavery Risk Awareness training. For external parties, expectations are outlined through our Supplier Code of Conduct, Modern Slavery Policy, and Modern Slavery Statement published on our website.

## REMEDIATION

Alliance requires that if an Alliance Group entity becomes aware that one or more direct suppliers are involved in modern slavery within their operations or supply chain, the Alliance Group will work with that supplier to:

1. Investigate the circumstances of the reported incident.
2. Establish and agree on an appropriate remediation action plan with the supplier.

Remediation will aim to prevent recurrence of actions by the supplier that have been found to cause or contribute to modern slavery. Remediation action plans will be developed individually, considering the specifics of the reported occurrence and the situation of the supplier.

## EFFECTIVENESS OF ACTIONS TAKEN

The Alliance Group regularly assesses how effectively it manages modern slavery risks in its operations and supply chain, and reviews the metrics used to measure these impacts.

### Training and Awareness

Module	FY25	FY24	FY23
Modern Slavery	54	77	51
Code of Conduct	362	490	459

### Completion of Modern Slavery

Risk Assessments	264	212	175
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We support our commitment to addressing modern slavery through regular policy reviews, documenting all breaches in our register, enabling escalation of risks to the Audit and Risk Committee, and tracking key risk indicators for supplier assessments and remediation. No cases of modern slavery were found this year.

## GOVERNANCE

This Statement was prepared by Alliance Aviation Services Limited and its subsidiaries. All Group entities follow Alliance Group's policies and share information and resources, so this statement applies to all.

The Group's Board oversees modern slavery risk and approves the annual Modern Slavery Statement. The Board approved this statement as the principal governing body of Alliance Aviation Services Limited and its subsidiaries on 26<sup>th</sup> November 2025.