

MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR ENDED 31 MARCH 2021

Jet2 plc and its group companies including *Jet2holidays Limited* and *Jet2.com Limited* (the 'Group') recognises that modern slavery and human trafficking are significant global issues presenting a challenge for businesses worldwide. The Group is committed to continually reviewing its practices to combat slavery and human trafficking. The Group has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in its business dealings.

The Group has prepared this statement to reflect activities undertaken in the financial year ended 31 March 2021 in accordance with the UK's Modern Slavery Act.

Our business and supply chains

The Group is a Leisure Travel business specialising in:

- the provision of ATOL licensed package holidays by its tour operator, *Jet2holidays*, to leisure destinations in the Mediterranean, the Canary Islands and to European Leisure Cities; and
- the provision of scheduled holiday flights by its airline, *Jet2.com*.

The Group has over 8,000 suppliers and sources its goods and services globally; it encourages transparency in its supply chains and has implemented measures to mitigate the risk of slavery and human trafficking.

A number of our uniform items are supplied by factories in Asia and the Indian sub-continent and the Group works collaboratively with those suppliers to improve supply chain standards. Our suppliers are active members of Sedex (Suppliers Ethical Data Exchange) and proactively share audit results to drive improvement. We have an IT development hub, *Jet2 Travel Technologies*, based in Pune, India and operate recruitment and procurement policies and procedures in line with those of the rest of the *Jet2 plc* Group. In addition, other policies such as code of conduct, prevention of sexual harassment as well as strict compliance to local labour and welfare regulations ensure that the standard of employee welfare exceeds the regulatory norms and the overall industry benchmarks. We monitor *Jet2 Travel Technologies'* activity on an ongoing basis through full visibility of all expenditure and having Group representatives on the Board of Directors.

The Group is committed to having an ongoing and open dialogue with its suppliers. Confirmation is requested from supplier senior management that they are satisfied that key operations (both in the UK and overseas) have suitable preventative measures in place to prevent modern slavery and, where applicable, the Group works with its suppliers to ensure robust preventative measures are in place. In addition, contractual terms are regularly reviewed to ensure suppliers are contractually obliged to implement and manage processes to prevent modern slavery. The Group continues to monitor its suppliers on an ongoing basis.

Supporting Policies

The Group has in place the following policies reflecting its commitment to acting ethically and with integrity in all its business relationships:

- Anti-Corruption & Bribery policy;
- Equality & Diversity Policy; and
- Whistleblowing Policy.

Due diligence processes for slavery and human trafficking

The Group identifies and mitigates the risk of slavery and human trafficking by:

- Identifying, assessing and monitoring potential risk areas in our supply chains; and
- Commissioning reports to audit supply chains which are deemed highest risk.

Supplier adherence to our values

The Group has a zero-tolerance approach to slavery and human trafficking and expects its suppliers and contractors to uphold the same values. It will not conduct business knowingly with anyone engaged in slavery and human trafficking practices or knowingly permit them to be carried out in any part of its business. Our standard supplier terms and conditions include applicable anti-slavery provisions and similar protection has been secured in all relevant supply arrangements.

Training

To ensure colleagues have a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we assist them by providing relevant training in identifying and preventing exploitation.

Our cabin crew manual includes human trafficking reporting procedures and details of the Modern Slavery reporting helpline. We also ensure that training on human trafficking is delivered to cabin crew through new entrant and recurrent training. In addition, posters are also displayed in crew rooms and rest areas across our bases to raise awareness of modern slavery and human trafficking.

Our effectiveness in combating slavery and human trafficking

The Group has a clear framework of rules and behaviours and encourages the reporting of any concerns or breaches so that they can be dealt with appropriately in accordance with our policies and procedures. We also offer an independent and confidential Whistleblowing hotline where colleagues can raise concerns confidentially and anonymously if they wish.

The Group checks and confirms that colleagues, contractors and agency workers can demonstrate their eligibility to work in the UK before commencing work with the Group.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ending 31 March 2021. It has been approved by the Board of Directors of **Jet2 plc** and signed on their behalf by:



Gary Brown
Director

Jet2 plc

Date: 22nd September 2021