

This statement covers: *Jet2 plc, Jet2.com Limited, Jet2holidays Limited, Dart Leasing & Finance Limited* and *Jet2 Transport Services Limited*.

MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR ENDED 31 MARCH 2022

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. Consequently, the Group has a zero-tolerance approach to modern slavery and is committed to: acting ethically and with integrity in its business dealings; and continually reviewing its practices to combat slavery and human trafficking.

The Group has prepared this statement to reflect activities undertaken in the financial year ended 31 March 2022 in accordance with the UK's Modern Slavery Act.

Our business in the financial year ended 31 March 2022

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 last two years have seen extraordinary and prolonged operational and financial challenges for the Leisure Travel industry resulting from the unprecedented impact of the Covid-19 pandemic and its farreaching consequences. As described in our **Annual Report & Accounts 2022**, as a result of the impact of the pandemic, for large periods of the financial year ended 31 March 2022 we were unable to operate our aircraft fleet to anywhere near full potential. This resulted in significantly reduced demand for products and services from our supply chains, especially in those areas with potential risk of slavery and human trafficking.

Our long-term ambition is: **To be the UK's Leading and Best Leisure Travel business** and to achieve this we recognise our future growth must continue to be **sustainable, ethical** and **responsible**, which includes the treatment of people within not only our own operation but also those within our supply chains.

As we once again take millions of Customers on their well-deserved holidays, recruiting more Colleagues and sourcing further goods and services from our suppliers to support our growing operation, we appreciate we must remain aware of the risks associated with modern slavery and human trafficking within our business and its supply chains, and continue to develop our policies, due diligence and training to ensure the steps we take to prevent both remain as effective as possible.

Preventing slavery and trafficking within our business

We consider our Colleagues to be our most valuable asset, and as detailed in our **Annual Report & Accounts 2022**, the Group remains committed to providing an exceptional work environment for all our Colleagues and ensuring that their wellbeing remains a key part of our culture. Indeed, the Group retained and continued to support over 8,000 loyal Colleagues during the Covid-19 pandemic, including substantially topping up the Coronavirus Job Retention Scheme funding on a sliding scale basis up to 100% of salary for the lowest paid. As such, we were delighted to be recognised as one of Glassdoor's Top 50 Best Places to Work in the UK for 2022, a result of voluntary votes and anonymous feedback from our Colleagues. We have robust recruitment, remuneration and resource management policies and processes to prevent any form of slavery, exploitation or trafficking within our business, and we check and confirm that colleagues, contractors and agency workers can demonstrate their eligibility to work in the UK before commencing work with the Group.

Preventing slavery and trafficking within our supply chains

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.

We identify, monitor and assess potential risk areas in our supply chains, and in relation to select areas within our supply chains deemed highest risk:

- A number of our uniform garments 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, 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.

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.

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

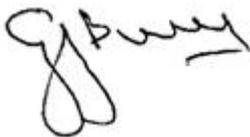
To ensure Colleagues have a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we assist them by providing relevant training in identifying and preventing exploitation.

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 displayed in crew rooms and rest areas across our bases to raise awareness of both issues.

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.

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 ended 31 March 2022. 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 2022