

This statement covers **Jet2 plc** and its group companies including **Jet2.com Limited** and **Jet2holidays Limited**.

MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR ENDED 31 MARCH 2023

Jet2 plc and its group companies including **Jet2holidays Limited** and **Jet2.com Limited** (the 'Group'), recognise 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 2023 in accordance with the UK's Modern Slavery Act.

Our Business

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**.

Our long-term ambition is: **To be the UK's Leading and Best Leisure Travel business**. To achieve this, we recognise our future growth must continue to be **sustainable, ethical** and **responsible**, which includes the treatment of people not only within our own operations, but also those within our broader supply chains. We remain aware of the risks associated with modern slavery and human trafficking 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 as we recognise that our Customers want to be looked after throughout their holiday experience by a happy, well paid and motivated Jet2 team who deliver outstanding service. Consequently, we are committed to providing our Colleagues with an exceptional work environment and ensuring that their wellbeing remains a fundamental part of our everyday culture.

We are Colleague focused and are determined that **Jet2** remains a preferred career choice in the Leisure Travel industry. As part of this commitment, we have launched our Lifestyle 2023 program for our pilots and cabin crew. This program, which is undergoing trials this year, follows extensive engagement with our Colleagues through surveys, focus groups and communication groups, the aim being to provide a more balanced lifestyle for our valued crew members. The recruitment of additional colleagues to

provide extra resilience in our rosters to support this program was completed ahead of the Summer 2023 season and represents a substantial but important financial investment in our Colleagues' wellbeing.

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 review 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 7,500 suppliers and sources its goods and services globally and will not knowingly conduct business with anyone engaged in slavery and human trafficking practices or knowingly permit them to be carried out in any part of its business.

The Group promotes transparency in its supply chains and has implemented measures to reduce the risk of slavery and human trafficking including:

- Asking prospective suppliers to confirm the actions they take to prevent child labour and modern slavery as part of the standard tender questions, which form part of the overall evaluation of each supplier's proposal. In addition, the standard supplier terms and conditions include applicable anti-slavery provisions and similar protection has been secured in relevant supply arrangements.
- We identify, monitor, and assess potential risk areas in our supply chains in particular:
 - 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. In addition, we visit our suppliers to see the factories and working conditions first-hand.
 - Our **Jet2 Travel Technologies** operation, based in Pune, India, now employs over 200 Colleagues increasing the Group's capacity to progress our many industry-leading IT innovations and business critical development projects. It operates recruitment and procurement policies and procedures in line with those of the **Jet2 plc** Group and has policies such as code of conduct, maternity, prevention of sexual harassment as well as strict compliance to local labour and welfare regulations to ensure that the standard of employee welfare exceeds the regulatory norms and the overall industry benchmarks. **Jet2Travel Technologies** is a "Great Place to Work – Certified" organisation which signifies its people practices and employee welfare practices to be at par with industry best practices. We monitor **Jet2 Travel Technologies'** activity on an ongoing

basis through regular team visits to Pune, full visibility of all expenditure and having Group representatives on the Board of Directors of **Jet2Travel Technologies**.

Supporting Policies

During the financial year ended 31 March 2023 we introduced our new **Supplier Code of Conduct** which is published on our **Jet2 plc** website ([here](#)) and sets out the minimum standards, expectations and behaviours that **Jet2.com** and **Jet2holidays** require of all our Suppliers, including in relation to slavery, human trafficking and child labour. This was launched at our annual supplier conference in December 2022, and is being distributed to our suppliers.

The Group also has in place the following internal 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.

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.

We also include a section on slavery and human trafficking in our internal training for colleagues in supplier management.

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 2023. It has been approved by the Board of Directors of **Jet2 plc** and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Gary Brown', with a stylized flourish at the end.

Gary Brown
Director and Group Chief Financial Officer
Jet2 plc
Date: 7th September 2023