



Modern Slavery and Human Trafficking Statement

This statement is made pursuant to the *Modern Slavery Act 2015* (UK) and Canada's *An Act to enact Fighting Against Forced Labour and Child Labour in Supply Chains Act and to Amend the Custom's Tariff* and sets out the steps Summit Air Ltd. ("Summit Air", "Company" or "we") has taken to ensure that slavery and human trafficking are not taking place in any part of our business or supply chains.

Summit Air is a Canadian air operator incorporated in Canada on May 23, 2012, registered on June 4, 2015 in the United Kingdom under Company Number FC032575.

Summit Air is committed to acting with integrity in all its business dealings, to comply with all applicable laws and to act responsibly when dealing with its employees, customers, and suppliers and when interacting with communities. Summit Air has zero tolerance for any form of slavery or human trafficking in our operations and supply chain. We always work to the highest professional standards and comply with all laws, regulations and standards relevant to our business. We expect nothing less than the same from our suppliers and business partners.

Our Company is committed to ensuring our suppliers do not include anyone who engages in human trafficking or any form of slavery. Many of our existing policies contain provisions which contribute to mitigating the risk of slavery and human trafficking taking place in any part of our business or supply chain, including:

- Code of Conduct & Ethics. Among other things, the Code outlines our commitment to the highest standards of integrity in all of our activities and to conducting ourselves in an open, ethical and fair manner and in compliance with all laws. The Code includes guidance on how individuals can report actual or potential misconduct on an anonymous basis including through an independent confidential reporting system.
- Inclusion and Diversity Statement
- Employment Equity Policy
- Prevention of Harassment and Violence Policy
- Healthy, Safety, and Environment Policy

Through our actions and policies, we are committed to maintaining a work environment which promotes and protects fundamental human rights.

We have an ongoing responsibility to ensure that appropriate measures are implemented to mitigate the risk of slavery and human trafficking in our operations, either directly or through our service providers.

To that end, we expect our suppliers to ensure their activities and behaviour aligns with Summit Air's standards in the following areas:

- o Business integrity
- o Responsible business practices
- o Responsible treatment of individuals
- o Respect for the environment

We are committed to working in partnership with our suppliers to help ensure adherence to these values. Suppliers may be asked periodically to confirm in writing that they meet our expectations and are compliant with all relevant laws.

Date of issue: July 18, 2023

Signature of Company Director:



Lane Zirnheld, Chief Operating Officer