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| DOC. NR.      | OM-A       | SUSTAINABILITY AND ANTI-SLAVERY STATEMENT |  |
| LAST REVISION | 2026_01_05 | VERSION 1.3                               |                                                                                     |
| BY            | ACM        |                                           |                                                                                     |

**EASP AIR BV / EASP AIR BELGIUM BV / EASP AIR UK Ltd.**

## **ANTI-SLAVERY - SUSTAINABILITY - EQUALITY AND DIVERSITY STATEMENT**

*Notes: The term 'Operator' refers here to EASP AIR BV, EASP AIR BELGIUM BV and EASP AIR UK Ltd.  
The 3 sister companies follow the same criteria, regulations and procedures.*

*Although the turnover of the (SME) operator is below EUR /GBP 36 million and there is therefore no legal obligation to record an anti-slavery statement, the contractor feels that taking a clear statement is a moral and ethical necessity.*

### **1. ANTI-SLAVERY STATEMENT**

The operator has a zero-tolerance policy regarding modern slavery. The operator is therefore committed to combating slavery and human trafficking and to acting ethically, transparently and with integrity in all its transactions and relationships.

This is not only daily practice in contractor's business operations; the Operator is actively involved as such by (supra) national organizations in the actual combating of slavery and illegal human trafficking practices during operational missions.

### **2. SUSTAINABILITY**

The Operator endorses its principles and aspirations with regard to sustainability. However, it is important to recognize that flying is ultimately not entirely environmentally friendly. At the same time, the purpose of the Operator's activities is important for the environment: for example, monitoring and managing vital and vulnerable food sources, i.e. fish stocks, with the possible side effect of detecting and preventing environmental crime/pollution.

For reasons of efficiency, cost reduction and prevention of environmental pollution, it is therefore of great importance that flight operations are well prepared and coordinated with the (local) authorities. This will increase the net effectiveness of the operations and will aim to keep emissions to a minimum.

The operator strives to minimize waste before, during and after operational and maintenance activities. Our crew members and staff are instructed in a 'green' approach to their work. This includes, for example, reducing waste, absorbing pollutants and separating waste (recyclable and non-recyclable).

It also includes reducing waste in the office environment (paper, light, water and electricity). This attitude is encouraged and required during flight operations, ground operations and maintenance activities as well as in the office environment.

Flight operations are planned and prepared in such a way that unnecessary flight time is kept to a minimum. During patrols, engines are toned down as much as possible. This reduces fuel consumption as much as possible. A positive domino effect is that this increases endurance.

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### APPLICABILITY TO OPERATIONAL PROJECTS

The operator is very interested in implementing scenarios and improvements in the field of sustainability. Such initiatives are developed in consultation with authorities. One of the contributions initiated by the operator is to involve students and interns of aeronautical studies in the preparation of flight operations aimed at reducing emissions.

In areas such as maintenance and operational mission preparation, etc., the operator will invest in research into how such operations can be performed in the 'greenest' way possible. Such research will be initiated, for example, in collaboration with universities.

### 3. EQUALITY AND DIVERSITY

The Operator uses the following basic principles:

The Operator is committed to providing services which embrace diversity and that promote equality of opportunity. As an employer, the Operator is committed to equality and values diversity within its workforce. Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our customers, colleagues and partners.

The Operator will provide equal opportunity and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, color, nationality, religion, age, disability, HIV-positivity, working pattern, caring responsibilities, trade union activity or political beliefs - or any other grounds.

These words are put in practice by:

- Promoting equality of opportunity and diversity within the markets and environments in which we work and with all our partners and employees.
- Aiming to build a workforce which reflects our customer base, within the markets and environments in which we work, with the aim of having parity of representation across the workforce.
- Encouraging recruitment from groups currently under-represented in our organization and their career progression once employed.
- Treating our customers, colleagues and partners fairly and with respect.
- Promoting an environment free from discrimination, bullying and harassment, and tackling behavior which breaches this, recognizing and valuing differences and the individual contribution people can make.
- Providing support, training and encouragement to staff with a view to developing their careers and increasing their contribution to the organization through the enhancement of their skills and abilities.
- Integrating legislative requirements and best practice into all our service delivery and employee policies & procedures and supporting these with appropriate training and guidance.

Every person working for the Operator bears personal responsibility for implementing and promoting these principles in their day-to-day dealings with everyone - including customers, suppliers, other staff and employers and partners.

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Inappropriate behavior is not acceptable. We think it is important that all our people can contribute to the achievement of the contractor management's objectives. Staff have access to training, coaching and education support facilities. One of the Operator's tools is to recruit and train locals as mission crew operators and mission commanders.

Schiphol, 5 January 2026,

EASP AIR BV  
EASP AIR BELGIUM BV  
EASP AIR UK LTD.

P. Voeten



CEO