

Social Sustainability Policy

At Luxaviation, we recognise that social sustainability is crucial to proactively identifying and managing business impacts—both positive and negative—on people, across various stakeholder groups, including employees, consumers, investors, civil society, and those within our value chain. Our commitment to conducting our business in a socially responsible and ethical manner is central to our mission, driving the decisions we make and the actions we take towards responsible operations—both on the ground and in the air—now and in the future.

Enabling a diverse and inclusive culture is core to our business. We are committed to creating equal opportunities for all, empowering our employees, and fostering a work environment with a sense of belonging. This commitment underpins our culture of continuous improvement and upholds our responsibility to positively impact the communities where we operate and consider the social impacts of our operations.

We remain steadfast in implementing necessary measures to identify and manage the business's impacts on our stakeholders and are committed to developing and maintaining:

- Luxaviation Group Employee Code of Conduct
- Luxaviation Group Supplier Code of Conduct
- Employee Handbook: Including, Social Policy, Holidays and Special Leave Policy, Sickness and Absence Policy, Family Leave Policy, Training and Development Policy, Equal Opportunities Policy, Whistleblowing Policy, Flexible Working Policy, Data Protection Policy, Anti-Corruption and Bribery Policy, Volunteering Policy, Sustainability Policy.

To deliver on these commitments, we will continue to:

- Embed Corporate Social Responsibility into corporate strategy and decision-making processes, aligning with the United Nations Sustainable Development Goals (UN SDGs) to implement responsible business practices and ensure long-term sustainability. Report annually on retrospective performance and prospective plans.
- Develop and maintain systems and procedures to implement initiatives for continuous social sustainability performance improvement, with a focus on employee engagement, community engagement, and diversity, equity and inclusion (DEI).
- Measure, track, and report on our social impact, publishing an annual sustainability report, disclosing relevant data associated with material topics identified through our double materiality assessment, which at present comprise of: DEI, contract workers and labour rights, safety, employee engagement and wellbeing, and community engagement.
- Set ambitious yet pragmatic targets, tracking progress through robust measuring and monitoring procedures, to further enhance the Group's social sustainability strategy and performance.
- Cultivate a dynamic and inclusive work environment that encourages collaboration, creativity, and growth.
- Address social concerns related to our business while positively contributing to society and the communities where we operate.
- Comply with all applicable national and international environmental regulations and obligations.
- Continue raising awareness of the importance of social sustainability by collaborating with key stakeholders within and beyond the organization, utilizing Luxaviation's Multistakeholder Engagement Programme.
- Empower our workforce through effective engagement strategies, driving improvements in social sustainability performance. Promote a culture of sustainability and shared responsibility to achieve our collective goals.

We will publicly communicate our progress towards our objectives, demonstrating our leadership and commitment to social sustainability.



Patrick Hansen
CEO



Nicola-Jane Sellers
Group Head of Sustainability