

# Airstart

May 20, 2024

## Modern Slavery and Human Trafficking Statement

This report constitutes Airstart's Modern Slavery Act Statement covering the fiscal year of October 1, 2022 to September 30<sup>th</sup>, 2023.

Airstart is committed to complying with applicable laws and take action against Modern Slavery and Human Trafficking.

### Our structure, operations and supply chain

Airstart is a Canadian based, private corporation, providing rotatable parts and customized solutions to airlines, MROs, leasing companies and parts brokers on every continent through our innovative Rapid Exchange RX program. We are one of Deloitte's Best Managed Companies in Canada. We take quality and authenticity seriously and ensure every aircraft part and component we acquire and sell or lease is Certified Authentic, and the origin is from North America or Europe, from companies such as Airbus, Boeing, Bombardier, De Havilland, Embraer, and Mitsubishi, all who share a commitment to Human Rights and the fight against Modern Slavery and Human Trafficking.

### Our policies addressing slavery and human trafficking risk

Our Business Code of Conduct

Airstart complies with laws, human rights, discrimination and harassment.

Culture and conduct

To build and maintain the trust of our customers, our employees, and our communities, we establish the tone from senior management and sets the standards of conduct. Our core values are conveyed and adhered to daily.

Our process and procedures

Airstart adopts a KYC and KYV and strives to ensure they are up to date with the most current Human Rights and Modern Slavery requirements.

### Risks of modern slavery in our operation and supply chain

According to the Responsible Sourcing Tool, our company is in a low risk industry. The countries in our supply chain are also low risk; mainly Canada, the United States, and western European countries. Although lower in risk than other industries and countries, we are aware that Modern Slavery and

Human Trafficking is present and we take our responsibility to conduct business with due care very seriously.

### **Our remediation processes**

Our code of conduct requires all employees to report acts of actual or possible misconduct to leadership. Careful consideration is given to any such incident to determine the possible consequence to other employees, customers, suppliers, or other third parties. A plan of action is taken to deal with each situation in a timely manner.

### **Assessing our effectiveness**

We intend to continue to assess and refine key performance indicators to measure our success in operationalizing the commitments in our Human Rights Position Statement and continuously improve our approach to human rights.

### **Approval**

This statement was approved by the company's shareholders on May 20<sup>th</sup>, 2024 in Mississauga, Ontario, Canada.

### **Conclusion**

At Airstart, we remain committed to do our part in the fight against Modern Slavery and Human Trafficking. We commit to the continued and frequent review and improvement of relevant policies, procedures and practices. We will maintain awareness of global events related to this matter. We will be flexible to change if and when it is necessary.

*Robert Wills*

**Robert Wills**  
**President**  
**Airstart**

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