

EVA Airways Corporation

Modern Slavery Act Statement

Introduction

We are proud of the steps we have taken to combat slavery and human trafficking. In 2020, we established the *EVA Airways Corporation Codes of Conduct* (the 'Policies') which are designed to ensure that we operate in line with the highest standards of ethics and we have continued to comply with the Policies during 2022.

This includes strictly prohibiting unethical behaviours such as the use of modern slavery and human trafficking in our operations and supply chains. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

It is a priority within the company to ensure that the people we deal with (in particular suppliers and our representatives) share this responsibility and reflect our values to prevent slavery, servitude and forced or compulsory labour.

Organisation's structure

EVA Air is a privately-owned airline with 86 aircraft, currently serving 70 destinations in America, Oceania, Europe, Asia and mainland China. We have approximately 10,534 employees worldwide. Due to the ongoing COVID-19 pandemic, we were only able to fly around 2,206,000 passengers in 2022.

Our primary stakeholder is the Evergreen Marine Corporation, and our affiliated companies are: Evergreen Aviation Technologies Corporation, Evergreen Airline Services Corporation, Evergreen Sky Catering Corporation, Evergreen Air Cargo Services Corporation, Evergreen Airways Service (Macau) Ltd., Hsiang-Li Investment Corporation, PT Perdana Andalan Air Service, Sky Castle Investment Ltd., and EVA Flight Training Academy.

For more information, please see our company profile: <https://www.evaair.com/en-global/about-eva-air/about-us/>.

Our supply chains

Our supply chains mainly involve large, multinational companies. In total, we had approximately 927 suppliers from across the world.

Our main suppliers concern our aircraft, which are sourced from Airbus and Boeing. Other suppliers include (but are not limited to) Dnata, Dnata Catering UK Limited and DHL.

All of the above-named companies take the issue of modern slavery seriously and have published statements in compliance with the Modern Slavery Act.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. All our staff are required to act ethically and in accordance with all relevant legislation, including the Modern Slavery Act, at all times.

Our Policies reflect our commitment to acting ethically and with integrity in all our business dealings and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

We have implemented the Supplier Partnership Social Responsibility Policy for Sustainable Development ("Supplier Policy") which is available at the following link <https://www.evaair.com/en-global/download-files/financial-materials/misc/supplier-partnership-social-responsibility-policy-for-sustainable-development-en-pdf.html>. Our Supplier Policy incorporates procedures we will follow when selecting new suppliers, such as the consideration of a supplier's labour practices.

Supplier adherence to our values and ethics

We have zero tolerance for slavery and human trafficking. Our suppliers are required to hold their own suppliers to the same high standards.

As part of our Policies, we have implemented the EVA Air Supplier Code of Conduct (“SCoC”) which requires our suppliers to meet certain standards. In determining these standards, we have taken into account international initiatives and requirements such as the UN Global Compact, the International Labour Organization (ILO), the Organization for Economic Cooperation and Development (OECD), the Social Accountability 8000 International Standard (SA8000), the ISO 26000 Social Responsibility Guidance, the Global Reporting Initiative (GRI), and the UN Guiding Principles on Business and Human Rights. For further information, please refer to <https://www.evaair.com/en-global/download-files/financial-materials/misc/supplier-code-of-conduct-en-pdf.html>. In 2022, 100% of our tier 1 and critical suppliers signed our SCoC. Prior to any commercial dealings, we will always assess the legality and ethical conduct of the other party, including assessing the risks involved with the particular service being provided, and the country in which the supplier is based. As part of our ongoing risk assessment and due diligence processes, we consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Policies. To assist us with identifying supply chain risks and to determine which suppliers to audit, we have developed the Sustainability Assessment Questionnaire (“SAQ”) which is provided to suppliers for them to complete. The response rate for SAQs submitted to suppliers during 2022 was 100%. Based on our scoring criteria, we deemed 2 suppliers to be ‘high-risk’, and 53 suppliers were deemed to be ‘Critical suppliers’ (one critical supplier was deemed to be high-risk). All 54 of our suppliers were subsequently audited, which was 100% of our target for audits during 2022.

All contracts with our main suppliers contain termination or cancellation clauses. In the event that a supplier is found to have failed to comply with our Supplier Policy, we have the right to require improvement and, if a satisfactory improvement is not made or if there is a major violation of our Supplier Policy, we may terminate our arrangement with the supplier.

In order to strengthen supplier understanding of corporate social responsibility and policies on human rights (together with other important issues), we provided courses for tier 1 suppliers, 100% of which completed the course in 2022.

If we find that other individuals or organisations working on our behalf have breached our Policies or requirements for ethical conduct, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remedied and whether that might represent the best outcome for those individuals impacted by the breach, to terminating such relationships.

Measuring Effectiveness

We will continually monitor the effectiveness of our efforts to combat modern slavery and human trafficking, and will carry out a review each year to identify any issues or areas for improvement.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide annual Behaviour Detection training to our flight crew, cabin crew, passenger operations personnel, aircraft security personnel and security screening personnel.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2022, and was approved by the board on 13 March 2023.

Signed



13 March 2023
Clay Sun
President
EVA Airways Corporation