

ANTI-SLAVERY STATEMENT

Background

Flybe Group PLC is taking steps to combat slavery and human trafficking and is committed to improving our practices across our group to help achieve this.

We are Europe's largest regional airline operating hundreds of routes across the UK and Europe. As at 31 March 2018 we employed 2,346 employees, finishing the financial year with a 9.1% increase in passenger revenue to £675.8m (2016/17: £619.3m). In addition, passenger numbers increased by 7.7% to 9.5 million.

Group Structure

Our subsidiary Flybe Limited looks after our day-to-day operations and Flybe Aviation Services Limited, which is a subsidiary of Flybe Limited, is our aircraft maintenance, repair and overhaul arm.

Across the group, we source numerous goods and services through subcontracting, distributing, franchise, codeshare, affiliate and associate entity arrangements. The majority of these are with those based in the UK, or those with a UK head office. Others we work with are headquartered in Europe or the USA. A small handful are based further afield.

We expect high standards from the people we engage with. New suppliers must sign-up to comply with all UK legislation including the Modern Slavery Act (2015), health and safety, environmental, anti-bribery and equality laws. We also review contract drafts and proposed

opportunities to identify, assess and mitigate risks. Plus our audit team carries out checks on key suppliers which can include visits to them.

The process is that if a risk is identified it is flagged to our Executive Committee and recommended actions are then reviewed and approved by our Audit Committee. We can:

- request immediate compliance with the law;
- check changes are made to address this; and
- in serious cases we source alternatives and discontinue problematic relationships.

In addition, our staff take part in risk training at half yearly risk workshops and there is a whistleblowing procedure to confidentially report any concerns or breaches via an independent hotline. We also have a Code of Business Conduct, Bribery Policy, Competition Compliance Handbook and Procurement of Goods and Services Policy to which all staff are subject.

Updates

Since our 2017 anti-slavery statement we have continued to implement and enforce the actions identified in our 2017 report.

Going forward our key focus for the Financial Year 2018/19 is to:

- continue supplier review to include an audit of those contracts already in place;

- ensure that all contract templates for new and existing suppliers are updated to include effective compliance clauses;
- review cabin crew training,

to further develop our effectiveness at mitigating human trafficking and promoting anti-slavery.

In addition, we continue to review the use of key performance indicators to track improvements in Flybe anti-slavery compliance process and will confirm in the next report if this has been deemed necessary and adopted to track compliance.

This statement is made by Flybe Group PLC (01373432) for itself and also on behalf of Flybe Limited (02769768) and Flybe Aviation Services Limited (03951235). We are making this statement in accordance with section 54(1) of the Modern Slavery Act 2015, and this constitutes our Group's slavery and human trafficking statement for the financial year ending 31 March 2018.

Christine Ourmieres-Widener

Chief Executive Officer
Dated: 25th July 2018