

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 2017 we employed 2,388 employees, finishing the financial year with a 13.4% increase in total revenue to £707.4m (2015/16: £623.8m). In addition, seat capacity increased by 12.3% to 12.7 million seats, and passenger numbers increased by 7.6% to 8.8 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. Any 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 2016 anti-slavery statement we have:

- documented our anti-slavery policy making it available to staff on our intranet;

- enforced our supplier registration process which includes clear compliance obligations on Flybe suppliers;
- introduced contractual compliance clauses into key Flybe standard templates.

Going forward we are looking to:

- expand staff training across the group;
- continue supplier review to include an audit of those contracts already in place;
- continue review of all template agreements and update our anti-slavery policy as required to keep in line with government guidance;
- investigate use of key performance indicators to track improvements in Flybe anti-slavery compliance process;

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

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 2017.

Christine Ourmieres-Widener

Chief Executive Officer

Dated: 15th December 2017