

ANTI-SLAVERY STATEMENT

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 2016, we employed 2,262 employees across 10 regional UK bases. Thanks to our success we finished the financial year with £623.8m total revenue with profits before tax of £5.5m.

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 to the above, our staff across our business take part in risk training at half yearly risk workshops and there is a whistleblowing procedure so they can 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 which all staff are subject to.

Going forward we are looking to:

- expand staff training across the group;
- continue our supplier review to include an audit of those contracts already in place;
- document our anti-slavery policy;
- introduce contractual compliance clauses including key performance indicators;

we believe these will help to 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 2016.

Saad Hammad

Chief Executive Officer

Dated: 30th September 2016