



Alliance Aviation Services Limited
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Supplier Code of Conduct

Alliance Aviation Services Limited

ACN 153 361 525

1 Purpose of the Code

Alliance Aviation Services Limited and its controlled entities are committed to the highest level of integrity and ethical standards in all business practices. Alliance employees must conduct themselves in a manner that is consistent with community expectations and Group standards and in accordance with all relevant legislation.

Alliance expects the same standards to apply to all suppliers that Alliance engages and or contracts with and we expect our suppliers to share this commitment and adhere to the principles outlined in this Supplier Code of Conduct.

References to “Alliance”, “the Group”, and “the Company” are references to Alliance Aviation Services Limited and its subsidiaries including but not limited to:

- Aircraft Leasing No.1 Pty Limited
- Aircraft Leasing No.2 Pty Limited
- Aircraft Leasing No.3 Pty Limited
- Alliance Airlines Pty Limited
- Bravo Airlines Pty Limited
- Jet Engine Leasing Pty Limited
- Rockhampton Aviation Maintenance Pty Limited
- Unity Aviation Maintenance Pty Ltd

2 Who the Code Applies to

As a supplier to the Alliance Group, you play a vital role within our supply chain and contribute significantly to upholding Alliance’s commitment to ethical and responsible business practices. Regardless of your location, all activities must comply with this Code of Conduct.

The Supplier Code of Conduct applies to all suppliers, contractors, sub-contractors and their employees, their contractors, and their sub-contractors.

3 Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws and regulations including those relating to labour, health and safety, the environment and anti-corruption, including but not limited to:

- Australian Criminal Code Act 1995 (Cth)
- Australian Work Health & Safety Act 2011 (Cth)
- Australian Modern Slavery Act 2018 (Cth)
- UN Guiding Principles on Business and Human Rights

4 Labour Practices

Fair Treatment: Suppliers must treat all workers with dignity and respect. Harassment, abuse, and discrimination of any kind are strictly prohibited and not tolerated.

Child Labour (human trafficking): Suppliers must not use child labour. The minimum age for employment must comply with local laws and international standards.

Forced Labour (human trafficking): Suppliers must not use any form of forced, bonded (i.e.: garnished wages) or indentured labour.

Wages and Benefits: Suppliers must pay workers timely wages that meet or exceed legal minimum standards. All legally mandated benefits must be provided.

Working Hours: Suppliers must ensure that working hours comply with local laws. Overtime must be voluntary and compensated according to legal requirements.

Freedom of Association: Suppliers must respect the rights of workers to associate freely, join or form trade unions, and bargain collectively.

5 Health & Safety and Environmental

Suppliers expected to manage environmental, health, and safety risks throughout their operations, products, and supply chain.

Suppliers must ensure all employees consistently prioritise safety according to the "Safety First" principle.

Suppliers must provide a safe and healthy work environment to prevent accidents and injuries. This includes:

- Implementing health and safety policies and procedures.
- Providing necessary safety equipment and training.
- Ensuring access to clean drinking water, sanitary facilities, and emergency medical care.

6 Business Ethics

Integrity: Suppliers must conduct their business with integrity and transparency. Bribery, corruption, and any form of unethical business practices are strictly prohibited.

Confidentiality: Suppliers must protect the confidential information of their business partners.

Conflict of Interest: Suppliers must avoid conflicts of interest that could compromise the interest of the parties involved.

7 Information Protection

Suppliers must protect all sensitive, confidential, and proprietary information, complying with applicable data privacy laws. They are responsible for safeguarding both their own and third-party data from unauthorised access or breaches by using effective physical and electronic security measures, including current cyber security programmes.

Any suspected or actual data breach or security incident must be reported to the Group immediately.

8 Monitoring & Compliance

Suppliers are expected to self-monitor their compliance with this Supplier Code of Conduct and take corrective action if necessary. Alliance reserves the right to audit suppliers to ensure compliance.

9 Reporting Violations

Suppliers must provide a mechanism for employees, contractors, and sub-contractors to report violations of this Supplier Code of Conduct without fear of retaliation. Any violations must be promptly reported to the Alliance Company Secretary at executive@allianceairlines.com.au.

10 Continuous Improvement

Suppliers are encouraged to continuously improve their practices and processes to meet the evolving standards of ethical and responsible business conduct.

11 Breach of the Supplier Code of Conduct

Alliance is committed to maintaining a high standard of ethical conduct and expect our suppliers to adhere to our Supplier Code of Conduct. In instances where suppliers breach this code, Alliance will work collaboratively with them to rectify the issues. However, please note that failure to address and rectify such breaches within a reasonable timeframe will result in the termination of our contractual relationship.

12 Conclusion

Alliance values its relationships with its suppliers and is committed to working together to uphold the highest standards of ethical conduct. By adhering to this Supplier Code of Conduct, suppliers are helping Alliance to achieve our mission of sustainable and responsible business practices.

13 Supplier Commitment

The Supplier must comply with the Group Supplier Code of Conduct by adopting this Alliance Supplier Code of Conduct or ensuring their own code aligns with its principles and sustainability standards.

The Supplier is responsible for passing these principles to affiliates, subsidiaries, and their subcontractors dealing with Alliance.

These principles should be integrated into regular sustainable business practices.

By signing, the Supplier commits to following these principles in all current and future contracts or business with Alliance.

The Alliance Supplier Code of Conduct sets a minimum standard. It is governed by contract law; if there is no contract, Australian law applies.

Supplier Name

Name and Title of authorised representative:

Signature

Date

***A signed copy of this Supplier Code of Conduct is to be returned to:
contracts@allianceairlines.com.au.***