

Anti-Corruption and Bribery Policy Summary

At Jet2, it is our policy to conduct our business in an honest and ethical manner. We are committed to acting professionally, fairly and with integrity in our business dealings and relationships. Our zero-tolerance approach to bribery and corruption is rooted in compliance with the UK Bribery Act 2010, Criminal Finance Act 2017, and relevant international laws.

Key Principles:

- **Zero Tolerance:** Bribery, corruption, and facilitation of tax evasion are strictly prohibited.
- **Legal Compliance:** Adherence to UK and international anti-bribery laws is mandatory.
- **Ethical Conduct:** All business dealings must be professional and transparent.

Who Must Comply?

This policy applies to all Jet2 colleagues, contractors, consultants, agents, and third parties acting on our behalf, regardless of location or employment status.

What Is Bribery?

A bribe is an inducement or reward offered, promised or provided to gain any commercial, contractual, regulatory or personal advantage. Examples include:

- Offering gifts to secure contracts.
- Accepting favours in exchange for influence.
- Making payments to foreign officials to expedite services.

Gifts & Hospitality

- **Permitted:** Reasonable and appropriate activities and arrangements given to or received for the purposes of establishing or maintaining good business relationships.
- **Prohibited:** Cash (or equivalent) gifts, items given and received secretly, or any Gift or hospitality that could be perceived as a bribe or is not compliant with local law.
- **Logging and approval:** Corporate Hospitality should be approved by the relevant department Director. Gifts and hospitality must be recorded by each department Director or Head using the appropriate departmental log.

Facilitation Payments & Kickbacks

We do not make, and will not accept, facilitation payments or "kickbacks" of any kind. These are strictly forbidden. Any suspicious requests or payments must be reported immediately.

Tax Evasion

Under the Criminal Finance Act 2017, the facilitation of tax evasion is a corporate criminal offence. The facilitation of tax evasion constitutes deliberate, dishonest actions by either our colleagues or other associated persons, with a view to achieving the evasion of paying tax that is due.

Raising Concerns

Concerns should be reported to:

- Your line manager
- Head of Internal Audit
- Group Legal Director
- Confidentially via Safecall

Phone: 0800 915 1571 (24/7 Freephone)

Email: jet2@safecall.co.uk

Online: www.safecall.co.uk/report

Safecall guarantees confidentiality and, if requested, anonymity.

Protection & Accountability

We support colleagues who report concerns in good faith. Breaches of this policy may result in disciplinary action, including dismissal.