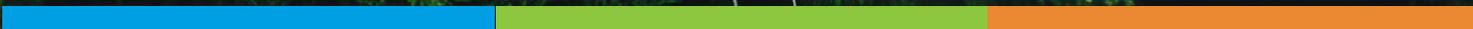


2021



Airswift ESG Report



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Building a better business is always unfinished work

Airswift is a people business. Not just in what we do as a company, but in the way we view the world around us.

Our vision is about transforming lives through the world of work. We recognize that our lives are so much more than our corporate selves. I firmly believe that in order to be a good people business, we must also be good corporate citizens. This means positively impacting the environments and societies in which we operate in meaningful ways.

Understanding people as individuals with friends, families, interests and unexpected talents is important to me. It's something that we weave into the very fabric of Airswift's operations. Some of my proudest moments as CEO have been seeing the way that colleagues come together to find ways to give back to each other and to the communities in which we operate.

We also recognize that creating a safe, clean environment in which we can continue to thrive is an essential part of treating our people – and all our stakeholders – well. We cannot claim to be a people business if we are not also a planet business. We take pride in how we're working alongside our clients to provide the talent they need to successfully navigate the energy transition and their global decarbonization journey.

Our goal is to leave our world a better place than it was before. We believe that we need to give back to the communities that we work and live in; we believe in being socially responsible about how we carry ourselves and conduct the work we do. We want to do our part to inspire global change and empower local impact.

So, we are presenting our first ever Environmental, Social and Governance (ESG) report. The programs, commitments and initiatives outlined are deeply embedded in the way we operate, and many have been enhanced this year – and all are now being packaged together to share with the rest of the world for the first time. In the process we have found ways to strengthen communication across our organization, measure the tasks we undertake, empower our people and make further improvement.

Building a better business is always unfinished work. There is always more to do. This report is a snapshot of who we are and where we are now – a snapshot that everyone at Airswift can be incredibly proud of.



Janette Marx

CEO

Applying the Airswift ethos to ESG

We run our business in accordance with four guiding principles that also inform every aspect of our ESG policies.



Safety: The wellbeing of everyone we work with – both physical and psychological – drives the way we operate and the commitments we

make. That means prioritizing health, safety and environmental policies so that our staff, candidates, and clients can do their best work, be productive and enjoy both their personal and professional lives.



Growth: Our culture is all about evolving our company through the growth of our employees, their personal development and their

career trajectories. Because we refuse to be satisfied with the status quo, we work to improve every day, take on new challenges, and set new goals – and we encourage our people to do the same.



Excellence: Tenacity and the tireless pursuit of doing better tomorrow are the hallmarks of excellence. It is a quality that is ingrained in the fiber

of our company and the behaviors and attitudes we reward in our employees. We have written excellence into all our ESG policies to make sure they are both real and meaningful.



Integrity: Safety, growth and excellence cannot be achieved without integrity. For us, integrity means acting with honesty, respect,

empathy and an open mind. It is the foundation of everything we do. We are ethical, open, honest and authentic – and we bring those qualities to every aspect of our work, including the development and documentation of ESG policies.

Through our primary work of connecting people all over the world, we believe our network can carry our values far and wide. Although we strive to promote a consistent ESG theme globally, we also recognize that each country has their own unique ESG priorities and challenges, which our local teams adhere to. Our overarching ethos therefore is act locally, impact globally.

Aligning with the UNs Sustainable Development Goals

At Airswift, we strive to align our operations with the UNs Sustainable Development Goals (SDGs). We recognize that ending deprivations must coincide with strategies that improve health and education, reduce inequality and spur economic growth, all while tackling climate change. Specifically, we align with:



Goal 3: Good health and wellbeing:
Ensuring healthy lives and promoting wellbeing



Goal 5: Gender equality: Achieve gender equality and empower all women and girls



Goal 8: Decent work and economic growth: Promote sustained, inclusive and sustained economic growth



Goal 10: Reduce inequalities: Inequality within and among countries



Goal 12: Responsible consumption and production: Ensure sustainable consumption and production patterns



Goal 13: Climate impact: take urgent action to combat climate change and its impacts

2021 in numbers

63%

female employees

1,700

total hours dedicated to Earth Week

47%

women in senior management

170

internal promotions and moves

43

nationalities represented

Environment: people and planet

As an international organization, our business can have an adverse impact on the environment, and so we are committed to finding ways in which we can reduce that impact. It is a responsibility we take seriously as a company, as leaders, as individuals, as partners and as suppliers.

At a minimum, we operate all our offices around the world with the necessary permits, approvals and controls. We also recognize that we have an influential role that can help create more sustainable communities in which we live and work.

We take that role seriously, using opportunities to encourage best practice and demonstrate commitment through our own choices. We also promote all employees to participate in environmental programs within our various business units. Nonetheless, this is a work in progress to which we will be applying a more structured approach and methodology to establish quantifiable commitments over the next year.



Albert Kahlow
Global Head of Sustainability

Management and responsibility

To engage our employees and stakeholders around the world, we have several local and regional volunteer groups, who take on responsibility for implementing, coordinating and empowering grass-roots initiatives. Regional sustainability ambassadors report to our Global Head of Sustainability, who also sits on the company operating board and reports directly to the CEO.

Airswift Earth Week proved to be a very successful event in terms of raising internal awareness and participation from all levels of the organization, and it is an event that we aim to keep building and promoting year-on-year.

What we do: Earth Week

Held in mid-April, the annual Airswift Earth Week is a week-long event that coincides with Earth Day, which aims to promote and support our commitment to sustainability. The goal is to:

- Educate ourselves and our communities about local environmental issues and how climate change will impact their region, the country, and the world
- Promote values and behaviors that address environmental degradation and climate change in an inclusive and participatory setting
- Empower ourselves and our communities with the skills necessary to take action to help fight climate change
- Maintain new habits and remember that even the smallest actions can have a major impact

Each Earth Week, Airswift pledges a 'donation' of hours from the global working week towards volunteering and education. At the Earth Week in 2021, our people pledged to contribute 600 hours towards achieving our goals. Through events such as recycling drives, sustainability seminars, clothing swaps, tree-planting, litter picks, car-less commutes, and guerrilla gardening, Airswift employees over-achieved and donated 1,700 hours.



What we do

TRAVEL

- Encourage alternative ways to get to and from work, such as cycling, carpooling or using public transport where feasible. We offer travel loans to employees who use public transport
- Ensure that all business travel is pre-approved by management and is permitted only when there is a clear need
- Actively promote communication and collaboration technologies that help minimize travel needs
- Work with expert organizations to gather data on and offset the carbon emissions arising from our employees' travel



WASTE

- Use licensed and appropriate organizations to dispose of waste from our serviced offices around the world
- Encourage recycling by providing access to recycling bins within the business; and we seek opportunities to recycle equipment and re-use consumables wherever possible
- Reduce our paper consumption by encouraging double-sided printing whenever possible and printing only when necessary

New commitments

1. We are adding a target to our existing commitment to reducing paper consumption throughout our offices worldwide. From 2022, we will reduce paper consumption by 10 percent each year. Our teams will work with suppliers to measure and track our orders and report to our Head of Sustainability.
2. We are adding specific commitments to our carbon offsetting programs. From 2021, we commit to offsetting carbon emissions from all corporate travel and publishing the results within our annual ESG reports. Our Head of Sustainability will work with specialists to offset the carbon emitted from flights and report to the CEO.
3. As part of this effort, we are implementing a brand-new initiative to plant a tree for every single placement we make with our partner, Our Forest. This will ensure a truly global distribution of tree planting initiatives to reflect the footprint of our business. In Q1 2022, we will be planting 25,000 trees in environmentally challenged hotspots worldwide to offset our travel-related carbon emissions.



Goals for 2022



1. Investigate the feasibility of extending our already robust supplier onboarding processes to consider their own actions with regards to waste management, sustainability and environmental protection

2. Finalize our global e-waste management policy with specifics on tracking, in line with local regulations, and include it in our existing internal sustainability policy

3. In 2022, we will plant a tree for every person we find a job.

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In Q1 2022, we will be planting 25,000 trees in environmentally challenged hotspots globally with our partner, Our Forest.



Social:

people and participation

Because we are a people business, our company thrives when our people do. We strive to build a company that gives a sense of purpose and achievement to all our people. One of the ways we do this is by building positive relationships with our local communities. We're focused on empowering our people as one of our strategic priorities and continually look for ways to:

- Support a representative workforce in terms of diversity, equity and inclusion (DE&I)
- Support employee wellness at every stage of their careers
- Develop ways for our dispersed workforce to create meaningful careers with us
- Empower our global teams to engage with their local communities



Louise Bancroft
SVP People and Culture

Management and responsibility

The Senior Vice President of People & Culture is ultimately responsible for DE&I, wellness and people development at Airswift. She is supported by the People and Culture Manager, and the DE&I Coordinator.

The HR team is supported by the DE&I committee, which is made up of representative employees from across the organization, who meet on a quarterly basis. The committee also provides feedback to the HR team and communicates measures to the wider organization.

Community engagement is encouraged and supported centrally, but is driven, planned and coordinated by regional representatives.

2021 in numbers

92%

employees received DE&I training

144

internal promotions

13

mental health first aiders

180

hours of mental health training completed

0.12

total recordable incident rate (full-time and contract employees)

Strengthening DE&I

We are committed to building a diverse and inclusive workplace. It is the right thing to do, and it is essential for building a better business. Valuing diversity helps us build high-performing teams that deliver excellent service to our clients and enable us to compete in current and future marketplaces. It is central to our ethos of growth, excellence, integrity and safety.



CEO Action for Diversity and Inclusion

Demonstrating our commitment to DE&I in our workplace, Airswift has signed the pledge on CEO Action for Diversity and Inclusion and has made public our commitment to:

- Making our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion
- Implementing and expanding unconscious bias education
- Sharing best practices – as well as practices that have been less successful

- Creating and sharing strategic inclusion and diversity plans with our board of directors
- Empowering and educating our company leaders to embrace, foster, and create a diversity-friendly workplace for all

The CEO Action Pledge for Diversity and Inclusion is led by:

- Janette Marx, CEO
- Agape Ogbonda, Legal Counsel
- Louise Bancroft, SVP People & Culture



Objectives

Having undertaken several initiatives around diversity and inclusion in 2020, we are building a more strategic approach to raising awareness of its importance and making that meaningful for all our employees. This is a thorough and comprehensive program divided into four key areas:

1. UNDERSTAND OUR BASELINE

- Increase participation rate in our annual equal opportunities monitoring survey to 80 percent
- Use the improved data to understand where there may be gaps in representation within the company
- Identify any adverse reasons for existing employees to leave

FUTURE GOALS

- Publish results in our annual ESG report
- Broaden efforts to other protected characteristics

2. DELIVER DIVERSITY IN RECRUITMENT

- Ensure we remain visible as an equal opportunities employer
- Ensure we are effectively targeting diverse populations in our recruitment, including returners from parental or long-term sickness leave, veterans, people with disabilities, indigenous applicants etc.
- Ensure qualified internal candidates can compete for vacancies and developmental opportunities

FUTURE GOALS

- Audit 10% of all recruitment ads each quarter to be 100% free from bias
- Challenge job adverts to identify possibilities for flexible, shared or part-time working for greater accessibility
- In the US: explore the option to partner with veterans' networks to encourage more service leavers to consider working with us
- In the US: develop referral schemes with historically black colleges and universities (HBCUs) to increase the diversity of our recruitment pool
- In the UK: build on the relationship with Disability Confident, a consultancy that helps employers make the most of the talents that disabled individuals can bring to our workplace



Valuing diversity helps us build high-performing teams that deliver excellent service to our clients and enable us to compete in current and future marketplaces.

3. MANAGE WITH A DE&I MINDSET

- Increase awareness and understanding of DE&I in the workplace
- Provide voice and a channel for feedback across the organization

FUTURE GOALS

- Develop a yearly inclusivity calendar and make it accessible to all
- Continue to expand our annual events to maximize participation and impact on four events each year and organize activities around them
- Continue to highlight activity appropriately through channels such as People News, Teams, SharePoint etc.

4. BUILD EXTERNAL IMPACT

- Be known by clients as an organization committed to DE&I
- Continually improve our employer value proposition as an inclusive employer
- Continue learning and understanding best practice and how we can apply it at Airswift
- Ensure our DE&I efforts reach our broader workforce of contractors and client employees

FUTURE GOALS

- Expand our training programs amongst employees in client-facing roles on DE&I best practice when:
 - Targeting diverse hires
 - Managing client bias
 - Supporting existing contractors
- Develop support programs for clients looking for targeted diverse hires
- Extend modules on sexual harassment and diversity, equity and inclusion in our learning management system to external employees



Supporting wellness

We work hard to make sure that every individual working with and for Airswift is safe in their workplace. Some of our contractors work in extremely hazardous environments, and we take every step to protect their physical wellbeing. Equally, we believe that mental wellbeing is just as important, particularly for the many employees and contractors who work away from home and their loved ones.

Objectives

A 20% increase in employees participating in the Fit2Be Cancer Free wellness initiative by end of 2022.

What we do

HSE POLICIES

We make sure that all employees are given appropriate information, instruction, training and supervision needed to work safely and efficiently.

Our global health, safety and environment (HSE) management system describes our various policies on subjects that include among others:

- Fit for duty
- Job hazard analysis
- Stop work authority
- Incident investigation
- Personal protective equipment (PPE) requirements

We issue a full health and safety policy to all new starters at Airswift, as part of the induction and onboarding process. That policy is also available online, and we notify all staff of any updates.

Every Airswift contractor is also paired with a service consultant who acts as their 24/7 support throughout their assignment. In addition, every Airswift employee and contractor has access to medical advice and support teams, as and when they are needed.





ISNetworld®

Airswift is an active member of ISNetworld®, the supplier information management platform operated by ISN. ISNetworld is a world-class forum for sharing industry best practice and benchmarking performance, as well as providing data insights to its members.

It helps our clients obtain safety materials needed to continue business with us, including rates, stats, safety programs, certificates and more. Our compliance data and reporting processes are streamlined within ISNetworld to make it easier for our clients to prequalify with us.

The following information is available to our clients, online, 24 hours a day:

- Health, safety, and environmental questionnaire
- Insurance certificates
- Occupational safety and health administration (OSHA) forms
- Experience modification rate (EMR) letters
- Written health, safety, and environmental programs
- Training information
- Monthly reports of hours and incidents

We also maintain accounts with two other global resources, Avetta and PEC, that connect energy businesses with safe contractors. Airswift has an “A” average with all clients.

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We have established and trained a team of volunteer Mental Health First Aiders to bring greater understanding of mental health issues to the workplace.

Mental Health First Aid Program

To enhance the safe and supportive at-work environment, every Airswift employee now has access to mental health first aid in addition to standard Employee Assistance program.

We have established and trained a team of volunteer Mental Health First Aiders to bring greater understanding of mental health issues to the workplace. They have been trained to:

- Spot the triggers and early warning signs of potential mental distress
- Provide a confidential sounding board for colleagues
- Direct individuals to other resources, including professional help, if needed

The launch of our Mental Health First Aid program was accompanied by office-wide sessions for all employees and leadership teams. The program has been promoted through an internal communications campaign. In addition, we have updated all sickness policies to include mental wellbeing and safety.

The Mental Health First Aid program bolsters quarterly training sessions:

- For new starters: mental health awareness and tips for staying safe and well
- For managers: How best to support and help individuals in your team and the wellbeing of your team as a whole

Training is delivered by the People and Culture Manager.

Developing our people

We want our people to have careers with us that are rewarding and meaningful. We have a role to play not just in providing opportunities for our staff, but in encouraging, enabling, and supporting them to achieve their goals. We recognize that everyone's needs are slightly different, so we work hard to promote a day-to-day environment that can respond to those needs and allow people to play to their strengths.

In particular, we encourage a family-friendly environment for all staff. We take pride in meeting all our obligations under local legislation, including maternity, paternity, adoption, parental and dependents' leave. We also encourage our people to return and continue their careers with us after any extended leave and keep in touch with them during periods of absence.

We continue to develop new ways to communicate our initiatives to our people, to develop programs that they want, to find ways to connect them with the right opportunities, and to give them the chance to provide feedback at every stage.

Objectives

Aim for 90% completion rate on every learning plan that's administered via the learning management system



What we do

MY PATH

Proactively offers increased training, exposure opportunities and career development to each employee. We have added new functionality to our HR system so that employees can build, access and update their personal development plan as they progress their career with Airswift. It gives employees the opportunity to provide a personal statement, career history, education and qualifications, language capabilities, team memberships, and professional strengths, as well as development needs and the departments and locations that would interest them.

GLOBAL LEADERSHIP TEAM

The global leadership team (GLT) create management opportunities and paths to promotion for mid- and senior-level individuals. We established the GLT to engage the next level of leadership and invest in their future. The GLT operates on an annual rotation, and application is encouraged from employees in any function and any location. Members are selected by the CEO and SVP of People & Culture. Members also receive a bonus towards their own personal growth. In its first year (2020), three of the GLT members were promoted to the operating board.



Janette Marx
CEO



Louise Bancroft
SVP People and Culture



COACHING PROGRAM

Supports career development, particularly among women at management level and other under-represented groups. Members of the HR team partner employees with others who have already been through our coaching program to build up our management pipeline and individual connections across the business.

HIGH FLYERS

Recognizes the top-performing employees from every department around the world, who are examples of our culture of excellence. Members of the operating board nominate individuals in their region or department and then vote on the high flyers for that year. There is an annual event to celebrate their success with approximately 5% of Airswift attendees where flights, accommodation, meals and entertainment are covered. Previous celebrations have been held in Miami, Dubai, Buenos Aires, and Florence.



PULSE CHECKS

Gain a quick snapshot of company sentiment and success of ongoing efforts to build a welcoming workplace. In addition to our annual engagement survey, we issue a short questionnaire each quarter to ensure that our people feel valued in the workplace.



OPEN FEEDBACK

To understand and help us deal with issues as they arise, we have set up an anonymous inbox that our people can email in confidence and raise any problems they feel cannot wait until the next formal survey.

Community engagement

As a company, Airswift exists to provide employment opportunities for our staff, exemplary services for our clients, contractors, and a positive return to our shareholders. Our purpose also extends to making positive contributions to the wider society, particularly those who are less privileged than us. Our aim is to create and build positive impact within the local communities in which we operate.

Working with our local communities, our engagement programs support various organizations and charitable causes worldwide. Whether providing education in the areas in which we operate or setting aside time to give back to local communities each year, supporting these initiatives is embedded in who we are as a company. These programs are encouraged by the central leadership team but are initiated and managed at a grassroots level.

What we do

RELAY FOR LIFE

Every year, our offices come together to raise funds and awareness for cancer care as part of the global virtual Relay For Life – the world’s largest fundraising event to save lives from cancer. Each year, our offices divide into regional teams, with each location hosting a variety of events to raise awareness and funds for local cancer societies and organizations: in five years, Airswift’s people have raised more than \$300,000.

Airswift was the first company to undertake a global – virtual – Relay For Life, which was featured in the American Cancer Society’s national newsletter as an example for other international businesses to follow.

Fighting cancer is a cause that matters to many of our people whose lives have been affected, and our goal is to promote cancer research and education, and to raise funds for various cancer societies around the world. We also contribute to cancer education internally, by promoting screening and the importance of early detection.



BUILDING HOMES, BUILDING LIVES

Following the opening of our office in Batam, Indonesia in 2018, Airswift staff committed to fundraising and providing support for Batam Women Build and Habitat for Humanity. Since 2004, Batam Women Build has built homes for 14 families in Kabil, Batam and our Indonesian team's goal was to raise enough funds to build their next home.



HOUSTON HOPE LODGE

Airswift has raised nearly \$50,000 for the newly opened American Cancer Society Hope Lodge Houston, which offers 64 guest rooms - the largest Hope Lodge in the nation - and is located near the Texas Medical Center. This facility, specifically designed for cancer patients and their caregivers, provides a free home and community for those who permanently reside more than 40 miles away from their cancer treatment center.



LANGLEY PROGRAM

In 2012, Airswift established the Langley Program, inspired by Airswift chairman, Ian Langley. The Langley Graduate Program builds local careers in Papua New Guinea. Since its inception, the program has invested more than K400,000 in the career development of 86 graduates in PNG.



Goals for 2022



1. Formalize, communicate and measure all our policies regarding diversity, equity and inclusion (DE&I)



2. Monitor and measure the impact of our mental health awareness campaigns and ensure everyone has ready access to support



3. Strengthen existing processes to encourage internal progression and ensuring everyone has the opportunity to apply for relevant positions



4. Support managers and leaders to actively identify individuals for specific roles, encourage them to apply, and support their applications



5. Ensure 100% of job vacancies (with exceptions for confidential search) are advertised internally

Governance: people and policy

All business activities must be performed in full respect of the law. That is the absolute minimum that any business should aspire to, and a mission on which Airswift will not compromise. We operate in fair competition, with honesty, integrity and good faith, and with due respect for the legitimate interests of our employees, shareholders, commercial and financial partners – and crucially, of the communities in which we are present.

Governance is therefore extremely important to everyone at Airswift. It enables us to commit to:

- Remaining compliant in every country where we operate
- Continuing with rigorous compliance with all anti-bribery and corruption laws and guidelines
- Maintaining the health and safety and wellbeing of all our colleagues and contractors
- Sustaining our position as a sound business that our shareholders, bondholders and customers can count on
- Upholding our reputation for quality in every aspect of our operations

- Building the leadership teams that can build a sustainable business for the future
- Continuing to work with respected external partners for all governance matters, ensuring bespoke compliancy and to remain abreast of evolving legal requirements

Management and responsibility

The board is responsible for setting the objectives, identifying key risks and setting the agenda for all aspects of our governance program. We have also established a compliance and risk steering committee as a subgroup appointed by the board and tasked with identifying, reviewing and mitigating risks for the business. The committee meets quarterly to look at all elements of risk across the business, as part of the ISO 9001 program. Each quarter the committee reviews, heatmaps, analyzes, and discusses business operations to identify important external and internal risk factors and ensures the correct resources, initiatives and strategies are implemented across the business to mitigate them.



James Allen

Chief Operations Director
and SVP EMEA & CIS

2021 in numbers

92%

employees receiving training on workplace harassment

91%

employees receiving anti-bribery and corruption training

63%

employees receiving data privacy training

“

No matter where we are in the world, everyone associated with Airswift will be morally just in their actions.

What we do

BUSINESS ETHICS

We have an established Code of Business Ethics as the central point of reference for anyone associated with our business and to which every person working with Airswift must adhere.

It is a standard that we have set for ourselves to ensure that no matter where we are in the world, everyone associated with Airswift will be morally just in their actions. It is of paramount importance for the good functioning, reliability and reputation of our business, all of which are crucial factors for our success. It is designed to help our employees comply with all laws and regulations governing our business, and outlines steps to prevent, detect and report any misconduct that may occur.

In addition to establishing what we expect from all personnel working for or on behalf of Airswift in all operations under our control, the Code of Business Ethics sets out how we approach the following issues:

- Avoiding conflicts of interest
- The consequences of being a global business
- Health, safety and environment
- Transparency in financial transactions
- IT security and data protection
- Treating co-workers fairly
- Doing the right thing - a guide for employees

We send annual statements to our clients, contractors, and employees every year reasserting our Code of Business Ethics and have a dedicated Business Ethics Officer as part of the Executive Board.

Anti-Bribery and Corruption (ABC)

As a global business, we take anti-bribery and corruption policies very seriously and have a zero-tolerance approach to breaches by any party we interact or transact with.

All Airswift personnel in all offices are expected to work in accordance with our ABC policies; each staff member takes a training module upon joining the company and is required to take a refresher course every year. The board receives a report on ABC each quarter. All Airswift staff are empowered to act with impunity to report any concerns they may have around ABC compliance and can utilize Airswift's confidential reporting hotline to report any matters directly to the Business Ethics Officer and in full confidence.

Quality Management

We have established quality objectives for our entire business, as set out in our Quality Policy. These ensure that the needs of our business and our customers continue to be met. These objectives are reviewed on a regular basis, to monitor and measure performance.

We have secured BS ISO 9001:2015 accreditation for our Quality Management System in our global headquarters in the UK, the US and Singapore. All our policies are audited on a bi-annual rolling schedule for continual monitoring and improvement. We have processes in place to secure feedback from employees, customers and contractors. The board receives regular reports on quality management, and every region and every department has set quality objectives, metrics and performance targets. Compliance with the ISO 9001 standard also means we are audited by ISO three times a year.

As part of our commitment to quality control, we continuously look for opportunities to deploy technology and automation systems to improve performance and reduce manual errors. To this end each region has dedicated resources in place to ensure quality standards and objectives are met and that our target of "Continuous Improvement" can be realized in our day-to-day operations and interactions.

Human Rights

We conduct our business in a manner that respects the human rights and dignity of all people. Our Human Rights Policy is guided by internationally recognized human rights, as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Our Human Rights Policy outlines our commitments with regards to:

- Governance
- Ethical recruitment
- Employment contracts
- Working conditions
- Non-discrimination
- Modern slavery and human trafficking
- Safe working environments
- Child labor and young workers
- Freedom of association and collective bargaining
- Grievance mechanisms and disciplinary procedures

Our anti-slavery policy is embedded into our compliance program to make sure we continue to work ethically and avoid introducing human trafficking and slavery into any part of our supply chain or network.

IT Security and Data Protection

Airswift has more than 60 policies in place regarding the use of our IT systems, risk management and data protection. We are subject to all data privacy regulations in all the jurisdictions in which we work; we have adopted GDPR standards as our global baseline because it is internationally recognized as the most robust data privacy and security regulation in the world.

Staff are also required to take a variety of cyber security courses through our learning management system to minimize Airswift’s exposure to cyber fraud, malware, and data privacy breaches.

We also implement a cloud-first approach for our systems, this allows us to make sure we have overarching governance and compliance with all of our systems, we use a combination of the following:

- Office 365
- Azure
- SAAS
- PAAS

As an organisation to ensure data security best practise, we also implement E5 licenses across the board, which enables the running of an enhanced Microsoft security suite and its features across all of our IT and data management operations.

In addition, by utilising the Microsoft 365/Azure stack we have also been able to implement the Microsoft Emissions Impact Dashboard. This enables us to track and reduce our carbon emissions related to Microsoft cloud services usage.

Goals for 2022



1. Secure ISO 37001:2016 accreditation for our anti bribery and corruption program

2. Secure ISO 27001 accreditation for our information management systems

3. Start exploration of requirements for ISO 14001 accreditation of environmental management systems

Evolving our ESG approach

This report is the first step in codifying our activities as a socially responsible, community-minded business. As that business continues to grow and evolve, so will our ESG work.

This is an iterative process and must respond to external and internal circumstances and requirements to be effective. Our plans and commitments will develop and improve as we measure impact and progress and find ways to do better in the face of the new and complex challenges our industry faces.

Above all, ESG is collaborative work. As the report shows, we have plenty of initiatives coming from our leadership teams, but grassroots engagement is often where the most immediate impact is felt. It is essential that all our people have an opportunity to feedback and comment on the work that we do. It is all part of the journey we are on.

With that in mind, [we welcome your views](#) - whether you are reading this as an employee, a contractor, a client, an investor, or a supplier. Achieving excellence in this field is something for us all to strive for, as we plan another year of improvement for Airswift and the communities and organizations with which we work.

