

MODERN SLAVERY ACT DISCLOSURE STATEMENT 2024

WIZZ AIR HOLDINGS PLC



This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and pertains to the fiscal year ended 31 March 2024. This statement is made by Wizz Air Holdings Plc, the parent of all four operating airlines, Wizz Air Hungary Ltd., Wizz Air UK Ltd., Wizz Air Abu Dhabi LLC and Wizz Air Malta Ltd., on behalf of the Group (together, “Wizz Air”, “we”). Wizz Air is committed to acting ethically and with integrity in our business dealings. It is Wizz Air’s expectation that our suppliers also conduct themselves in this manner. Wizz Air is committed to improving its practices to combat slavery and human trafficking and seek out where it exists in our dealings with third parties and suppliers, and in our supply chain in order to meet our commitments. As defined by the UK Modern Slavery Act 2015, “modern slavery” includes the offences of “slavery, servitude and forced or compulsory labour”, as well as “human trafficking”.

In accordance with section 54 of the Act, in this statement we refer to the following:

1. organisational structure and supply chain;
2. policies;
3. due diligence;
4. risk assessment;
5. key performance indicators; and
6. training.

1. Organisational structure and supply chain

a) WIZZ

Wizz Air offers low-cost, low-fare passenger air transportation services on scheduled short-haul and medium-haul point-to-point routes across Europe and to a number of destinations in the Middle East, as well as North Africa and Northwest Asia. A team of dedicated aviation professionals delivers superior service, making Wizz Air the preferred choice of 62.0 million passengers in the financial year F24 ended 31 March 2024. Its fleet consists of 208 aircraft and its network spans more than 924 routes across more than 50 countries. Wizz Air employs over 8,000 people across a network of 30 bases. Our Company is incorporated in Jersey. Wizz Air Holdings Plc has four airline subsidiaries: Wizz Air Hungary Ltd., Wizz Air UK Ltd., Wizz Air Malta Ltd. and Wizz Air Abu Dhabi LLC. For further details of Wizz Air’s subsidiaries and corporate structure, please see page 216 of the F24 annual report at wizzair.com.

b) Our supply chain

Wizz Air expects its suppliers to adhere to the highest standards of business internally and in relation to their respective supply chains, and comply with their own human rights regimes and Modern Slavery Act obligations. Wizz Air operates in a highly regulated sector and our supply chain is predominantly service based within Europe.

Our suppliers have to conform to the necessary aviation safety standards and certification. However, we recognise that we play a part in making a contribution to reduce the occurrence of modern slavery and human trafficking.

Whilst we have received no reports of incidents, we are taking steps to identify and detect human trafficking. We recognise that we need to update our processes to detect such incidents. Our Anti-Slavery and Human Trafficking Policy assists us in doing this. The policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, Directors, Officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

2. Policies

We are committed to assessing any instance of non-compliance regarding modern slavery or human trafficking on a case-by-case basis. We have in place policies related to human rights principles, including our Anti-Slavery and Human Trafficking Policy. As well as this, our Code of Ethics, “The Wizz Way”, applies to every Company employee regardless of seniority.

These, along with our Supplier Code of Conduct, Whistleblowing Policy, Anti-Fraud Policy and Anti-Corruption Policy, help us to maintain an effective compliance environment across our supply chain. Actions in relation to these policies are reviewed by the Audit and Risk Committee of the Board.

These policies are part of employees' onboarding programme, and are also accessible via the Company's intranet site. New or revised policies are published on Wizz Air's internal Workplace site to raise awareness. Our Supplier Code of Conduct is included in all tenders and requires acknowledgement and acceptance as a prerequisite for all candidates.

3. Due diligence

Due diligence processes include management of compliance with our Supplier Code of Conduct and ensuring that the Company's Purchasing department incorporates dedicated contractual clauses into agreements, ensuring the prevention of slavery. Wizz Air has recently entered into a partnership with a company specialised in third-party risk management; its solution will allow assessments across various environmental, social and governance topics and enables a thorough analysis of our supplier base, to identify and successfully manage risks during tender evaluations and after contracting as well.

4. Risk assessment

Risk assessments are undertaken as part of our whistleblowing processes and Supplier Code of Conduct compliance. Our Whistleblowing Policy covers any report made via whistleblowing channels of any infringement of the Code of Conduct of Wizz Air or the laws of any jurisdiction, where a Wizz Air entity is established, or the European Union. WIZZ believes that in order to ensure the continued integrity of its business there shall be an effective reporting line for its employees. If the employees suspect any breach of Company policies, they can raise their concerns and report it to the relevant personnel anonymously via the whistleblowing programme, as detailed in the policy.

5. Our effectiveness in combating slavery and human trafficking

We are committed to ensuring that collectively these measures will help to assist us in combating modern slavery and human trafficking. However, we recognise that we need to measure our effectiveness through the use of KPIs, and we will be looking to use indicators such as vetting procedures, supplier screening measures, sub-contractor inspections (particularly in known at-risk countries), whistleblowing reports, percentage of staff trained, and any remedial action taken following reports or incidents of slavery or human trafficking in the near future.

As part of our ongoing commitment to combating modern slavery and human trafficking, we will continue to review and develop our processes.

6. Training

Wizz Air delivers online compliance training relating to its Code of Ethics to every staff member. In addition we are adding anti-slavery training to every crew member as part of their annual security training sessions. Furthermore, employees are encouraged to raise legal or ethical concerns through various channels, such as their managers or any member of the management team or Human Resources. This is a key feature of our Anti-Slavery and Human Trafficking Policy as well as our Whistleblowing Policy.

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Issued by Wizz Air Holdings Plc.

Issued on 14.06.2024.

This statement has been approved by the Board of Directors of Wizz Air Holdings Plc.

Wizz Air Holdings Plc.

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