

HUMAN RIGHTS STATEMENT OF AIR TRANSPORT SERVICES GROUP, INC.

Respect for human rights is a fundamental value of Air Transport Services Group. For over 40 years, our company has built a reputation on fairness, integrity and respect and has earned the trust of our stakeholders with a set of values that represent the highest standards of excellence in our industry.

We are committed to maintaining those high standards through ethical business practices and legal and regulatory compliance. Our commitment to human rights is embedded into our existing frameworks and processes, applicable to all of our employees, such as our Code of Conduct for Conducting Business and Corporate Compliance Plan.

We have formalized this human rights statement to address human rights issues relevant to our company and our industry and to clarify our commitment to human rights. Our approach is informed by the [U.N. Guiding Principles for Business and Human Rights](#) and is consistent with international standards.

This statement applies to Air Transport Services Group and its subsidiaries. We also expect our customers, service providers and suppliers to uphold these principles and encourage them to adopt similar policies within their own businesses.

Healthy and Safe Workplace

We have an unwavering commitment to safety and seek to ensure that a healthy, hazard-free and secure environment is created in the workplace. We are committed to eliminating hazards, minimizing potential risks, and maintaining a secure work environment through our policies, procedures, and the diligent use of risk analysis. All employees across the organization are encouraged to report potential concerns, including through a confidential system or an anonymous third-party corporate hotline.

Diversity, Equity and Inclusion

Air Transport Services Group is an equal opportunity employer. We value the varying backgrounds, experiences and perspectives of our employees and allow everyone to participate in our company's success. It is and shall continue to be our policy that all persons are entitled to equal employment opportunity regardless of their race, color, religion, gender, national origin, age, marital status, disability, veteran status, ancestry or any other status or condition protected by applicable federal, state or local laws.

Work Hours, Wages and Benefits

The components of our compensation packages are designed to contribute to a total package that is competitive, appropriately performance-based and valued by our employees. We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Discrimination, Harassment, and Retaliation

We are committed to providing a work environment free of any form of harassment or discrimination. Harassment of or discrimination against any employee on the basis of any status or characteristic protected by law is strictly prohibited. Our company maintains a zero-tolerance policy regarding retribution or retaliation towards any person for reporting in good faith a suspected violation of law, regulation or company policy.

Workplace Security

We seek to maintain a workplace that is free from violence, intimidation, and other unsafe or disruptive conditions due to internal or external threats.

Freedom of Association and Collective Bargaining

We respect employee rights to join or not join any lawful organization of their choosing and are committed to complying with laws pertaining to freedom of association and collective bargaining. In accordance with applicable laws, we bargain with our employees' legally recognized labor unions when contracts become amendable.

Child Labor

We do not employ persons in violation of any applicable federal, state or local regulations governing age of employment. In addition, we will not hire persons that are under 18 years of age for positions in which hazardous work is required.

Forced Labor and Human Trafficking

We do not tolerate the use of forced labor in our operations, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery or any form of human trafficking and are committed to complying with applicable laws prohibiting such exploitation.

Privacy

We respect the privacy of personally identifiable and other information concerning our employees, customers, suppliers and other business associates. We are committed to the proper handling of this information in accordance with our own privacy policies and contractual obligations, as well as all applicable privacy laws.

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