

May 22, 2024

Forced Labor and Human Trafficking Statement

Modeled off our “core4” values of being safe, caring, dependable, and efficient - CommuteAir LLC is dedicated to following all relevant laws and maintaining a high standard of care, honesty, and responsibility in our interactions with employees, customers, suppliers, and communities. The Company has a zero-tolerance policy for forced labor, child labor or human trafficking within our operations and supply chain.

Our organization

CommuteAir LLC is a regional airline headquartered in suburban Cleveland, Ohio. Our largest customer is United Airlines, for whom we fly under the United Express brand. Our over 1,300 employees operate over fifty Embraer ERJ145 aircraft, serving small and mid-size cities from hubs at Washington Dulles and Houston Bush Intercontinental airports. We serve cities in the United States and Mexico, and, from time to time, operate our aircraft into Canada for airframe maintenance.

Our policies and actions addressing forced labor and human trafficking risk

Our handbook addresses compliance with our company policies, laws, human rights, privacy, violence prevention, discrimination and harassment, fair dealing with people and organizations and reporting violations. The handbook also includes guidance on how individuals can anonymously and confidentially report actual or potential misconduct, including through our human resources and safety departments. Other policies also contribute to mitigating any form of exploitation including our Equal Opportunity Policy, Workplace Violence and Harassment Policy, Business Ethics and other employment standards and guidelines. Policies are updated periodically for accuracy and relevance to changing conditions.

We have performed due diligence on the codes of conduct of our airframe and powerplant manufacturers – the bulk of our supply chain – to ensure they have policies in place to prevent forced labor and human trafficking.

Our customer-facing staff, our flight attendants, are trained on modern slavery and human trafficking awareness and on how to recognize and report suspicious behavior.

We fully cooperate with any law enforcement investigation.

Our benevolent fund, CommuteAir Cares, makes donations to organizations which support survivors and prevent people from being abused, as well as education to identify signs of trafficking.

Approval

This statement has been approved by the Board of Directors of CommuteAir LLC.



Rick Hoefling
President and Chief Executive Officer

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