

## **Anti-Slavery and Human Trafficking Statement**

Universal Weather and Aviation, Inc., together with its subsidiaries and affiliates (“Universal” or “Company”) are committed to a work environment that is free from human trafficking, forced labor and unlawful child labor. Our Company is proud to conduct business in a manner that encourages lawful and ethical employment practices as well as environmental, economic and social responsibility.

Human trafficking, forced labor and unlawful child labor are intolerable and unacceptable practices that go against everything our Company values and believes in. During the process of choosing new suppliers and/or evaluating existing ones, we look for companies that share our values. Because of this, we require that our suppliers certify in writing that they understand our Supplier Code of Conduct, which prohibits human trafficking and the use of child, forced, or compelled labor. Periodically, our employees also conduct announced audits of our suppliers to ensure that they conform to our expectations.

Although we do not currently have in place formal internal standards or procedures regarding slavery and human trafficking, other than the Supplier Code of Conduct, we expect that our employees and contractors will uphold all of our values and we consider it to be a serious issue to be handled on a case-by-case basis when these expectations are not met.

To that end, we have provided training to relevant employees with direct responsibility for our supply chain in order to increase their awareness of these issues.

We will continue our commitment to honesty, integrity and humanity as we expand our business activities and work with suppliers domestically and globally to meet customers’ needs.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, will be reviewed annually, and constitutes Universal’s anti-slavery and human trafficking statement for the current financial year.