



Our Commitment to Human Rights

Human rights are fundamental rights, freedoms and standards of treatment to which all people are entitled. Respect for human rights is rooted in SkyWest's values and applies wherever we do business. SkyWest demonstrates further our guiding principles in our Company Code of Conduct which defines how we are to conduct business and key compliance policies that apply to our interactions with each other as employees, customers, and business partners. Our approach to human rights is guided by international standards; we respect and support the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the core Conventions of the International Labour Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights. We respect the rights of individuals who may be particularly vulnerable, including but not limited to women, LGBTQ people, indigenous peoples and minorities.

SkyWest values and guiding principles include but are not limited to compliance with the law, respect for the individual and for the unique cultures in communities where we operate. We understand and value the priceless commodity of time. We respect every individual's quality of life and are committed to promoting dignity and trust in all we do.

We embody a culture which shares common values based on seven Guiding Principles:

- Health and Safety First
- Excellent Service and Quality
- Personal and Operational Reliability
- Fairness and Consistency
- Respect and Teamwork
- Personal and Corporate Integrity
- Superior Profitability and Efficient Use of All Resources

These guiding principles and policies help ensure that we conduct business in an ethical and responsible manner, including a commitment to human rights as embodied in the principles of the United Nations Universal Declaration of Human Rights.

Commitment to Human Rights

Diversity, Non-Discrimination, and Non-Harassment

SkyWest is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. Therefore, SkyWest expects that all relationships among persons will be business-like and free of explicit bias, prejudice, and harassment.

We are committed to ensuring that all employees can work in an environment free from unlawful harassment, discrimination, and retaliation. SkyWest does not tolerate discrimination or harassment based on race, color, religion or religious creed, gender, marital status, gender identity, gender expression, sexual orientation, national origin, ancestry, ethnic origin, citizenship, age, military and protected veteran status, genetic information, pregnancy, disability, medical condition or any basis protected by law.

Combatting Modern Slavery, Human Trafficking, Forced Labor and Child Labor

SkyWest demonstrates our commitment to human rights and to combat modern slavery through our policies, the direct and strategic support of leadership, as well as training, employee participation, and committed industry leadership. SkyWest condemns all forms of human rights abuses, including human trafficking and exploitation of children. SkyWest fully supports and respects the principles set forth in various modern slavery and anti-human trafficking laws, which are consistent with our Guiding Principles and commitment to be a force for global good. We take our responsibility as a global citizen seriously and are proud to continue taking action against human trafficking in the airline industry.

SkyWest condemns all forms of exploitation of children and requires that its employees refuse to take part in activities that cause or further human trafficking violations. SkyWest prohibits the use of company facilities, resources, equipment or travel privileges for activities that support human trafficking or the sexual exploitation of children. This includes any use of company computers, networks, phones or other equipment for the viewing, storage, distribution, promotion or other use that sexually exploits children. Employees who participate in human trafficking activities or the sexual exploitation of children will be subject to termination from employment. SkyWest requires that employees report to managers, supervisors or local authorities, as appropriate, any passenger or employee believed to be engaged in human trafficking activities or the sexual exploitation of children.

For years, SkyWest has provided specific human trafficking awareness training to all frontline employees, including training on what to do if witnessing suspected indicators of trafficking either in flight or in the airport. This training includes Blue Lightning training, enabling them to spot indicators of possible training in airports and on flights. Blue Lightning Initiative (BLI) training – led by U.S. Department of Homeland Security, U.S. Customs and Border Protection, and the U.S. Department of Transportation, trains airline personnel to identify potential traffickers and human trafficking victims.

Our Supply Chain and Supplier Due Diligence

SkyWest is firmly committed to human rights and recognizes our social responsibility across all our operations, including where we depend on people outside of our organization. SkyWest's management professionals follow rigorous internal material standards for sourcing, procurement and selection of our suppliers and business partners. SkyWest expects its vendors to respect internationally recognized human rights, including the UN Guiding Principles on Business and Human Rights. SkyWest has implemented a Vendor Code of Conduct and vendors are required to self-monitor compliance with SkyWest's Code. SkyWest's management monitors public information of supplier activities that imply violation of our Vendor Code of Conduct, including human trafficking and child exploitation.

Our sourcing process defines how we work with suppliers and how we monitor our suppliers' compliance to our standards. This includes a due diligence process to screen all key suppliers and eliminate any potential negative impacts of our supply chain. Through our Vendor Code of Conduct, we hold our vendors to the same high standards we apply to ourselves.

SkyWest reviews our Commitment to Human Rights regularly with our Board of Directors.