



Our Commitment to Human Rights

Slavery and Human Trafficking Statement

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 rights abuses.

Guiding Principles

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 and assurance that human trafficking and modern slavery do not occur within SkyWest or our supply chain. SkyWest further demonstrates 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 commitment to human rights and our interactions with each other as employees, customers, and business partners. The Board, with the assistance of the Audit Committee, is responsible for ensuring compliance with this Code of Conduct and commitment to human rights.

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; including due diligence to uphold human rights such as prevent and combat human trafficking and child exploitation. SkyWest has implemented a Vendor Code of Conduct, which forms an integral part of our vendor contracts. SkyWest utilizes senior manager review for third-party contracts, which includes the identification and coordination of these initiatives.

Our sourcing process defines how we work with suppliers to ensure that they are operating 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.

Commitment to Human Rights and Combatting Modern Slavery

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 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.