
Supplier and Partner Expectations

Specialist Aviation Services have taken steps to ensure that its supply chain, partners and customers all share similar values and can support us in delivering better outcomes, not just for us but for the people and world around us.

Our Supplier Charter is built around the below expectations and we encourage these principles are further distilled within your operations in support of SAS.

- **Health & Safety**

The SAS Health and Safety charter illustrates how we care for our people wherever we work and ensure that wherever hazards may exist these are removed or reduced as much as possible. This includes the welfare of visitors on site and people working remotely. We are open to collaboration with you on how we can work together to further enhance and Health and Safety measures as well as calling on you to report to us any risks or potential risks you notice when working with SAS.

- **Business Ethics & Responsible Business**

SAS expects its suppliers and partners to go above and beyond compliance with relevant legislation and regulation. They like SAS should work to the spirit, not just the word, of law and regulation. Our partners should understand who their stakeholders are and the aspects of business behaviour that are of concern. Their leaders should identify, manage and mitigate reputational risks associated with those behaviours and 'walk the talk' on ethics to promote and demonstrate responsible corporate behaviours.

Responsible business is the practice of creating customer value through the active concern for people, ethics, equity, and environmental impacts while running a profitable business.

The Quadruple Bottom Line (QBL) of Responsible Business is described by the words Profit, People, Planet, and Equity (Triple 'P', single 'E');

- By focusing on **Profit**, a business ensures it is financially sustainable.
- By paying attention to **People**, a business focuses on its employees, suppliers, and customers.
- **Planet** refers to the responsibility of the business to operate in ways that minimize the harm to the environment and the planet, through its actions
- With regard to community, **Equity** requires that a responsible business acts in a way that provides for the health of the community in which it operates.

We expect our partners to consider and react to our QBL and business ethics approaches.

- **Human Rights, including modern slavery**

Incidences of human rights abuses and modern slavery are increasingly being reported in the media, and are not constrained by geography. Geopolitical instability, widening inequalities and forced migration, exacerbated by the effects of climate change, continue to leave those vulnerable exposed to exploitation. That's why it's important that we continue to identify and manage potential risks associated with human rights violations in our business and supply chain, adapting to changing times and global issues.

SAS continue to work with trusted partners to enhance our approach and have a commitment to ensure there is no modern slavery in our business or supply chain.

As part of this activity SAS will perform desktop assessments of its suppliers taking into account steps taken by your business to mirror our stance on Human Rights as well as making active discussions around this topic part of our Supplier management process.

- **Diversity & Inclusion**

We seek to promote a culture that appreciates and respects the diversity of our workforce and respects and observes the individual human rights of those who work with us. As detailed in our Diversity and Inclusion Policy, we support equality, diversity and inclusion. We recognise that our suppliers are a critical part of our success and innovation. We work with suppliers that not only share our values, but also share our commitments to diversity and inclusion. Together we can build and ensure inclusive workplaces where diversity is valued.

- **Intellectual Property & Confidential Information (Cyber security, Privacy)**

We expect our suppliers to Maintain integrity and confidentiality of our business relationship and all related documentation. This includes retaining secure and accurate records of all communication and transactions as well as up to date anti-virus software and polices to reduce cyber security threats.

- **Resilience**

We ask our suppliers to demonstrate their capability to provide operational resilience, where relevant, as part of supplier selection and adjudication activities. This includes assurance that their 'business as usual' operations provide SAS with continuity of product or service delivery.

- **Sustainability**

SAS uses sustainability criteria in the assessment and selection of our suppliers, we expect our suppliers and partners to be actively be monitoring its carbon footprint and taking steps to reduce the impact on our environment.

- **Social value**

SAS works with Net Positive to asses and develop positive impacts ([NETpositive Futures – The home of NETpositive](#)). We encourage our suppliers to perform an assessment and look for positive ways to improve its impact.

- **Speak up – Have a voice**

Most importantly SAS operates an open reporting culture with any person working with us, we are always willing to offer support to anyone reporting concerns and encourage our partners to communicate with us on our journeys together as part of the "SAS Way".

Giving and Receiving feedback is part of our culture, it right to flag a problem but even better to suggest a solution.