

FORCED LABOUR AND CHILD LABOUR REPORT

Structure, Activities, and Supply Chains

Structure:

Air North Charter & Training Ltd. ("Air North") is a privately-owned federal corporation headquartered in Whitehorse, Yukon, Canada. We operate as an airline which is 100% owned by Yukoners. The airline employs approximately 450 staff, including pilots, cabin crew, maintenance engineers, customer service agents, ground agents, catering and grooming, cargo and administrative personnel. Air North is the managing partner of Air North Partnership.

Activities:

Air North provides a range of services in the commercial aviation sector, with the following core activities:

Passenger Transport, Cargo Services, Charter Services and Fuel Supply through an affiliate.

Over the past year, aircraft and aircraft parts were purchased from the United States.

Supply Chain:

Air North relies on a global supply chain to support its operations. Key components include:

Aircraft and aircraft parts, in-flight services, catering supplies, ground operations, fuel supplies (through an affiliate), uniforms.

Components purchased directly from countries other than Canada include one aircraft and aircraft parts.

Policies and Due Diligence

Policies:

Code of Conduct

Anti-Bribery Policy (draft)

Due Diligence:

Air North is committed to upholding the highest standards of ethical behavior in all of our business dealings. We expect our employees to act with honesty, integrity, and fairness in all of their interactions with customers, suppliers, and colleagues. This is part of the Code of Conduct that all employees must read and acknowledge.

An Anti-Bribery Policy is being developed and will be implemented in 2025.

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Risk Assessment and Management

Risk Areas:

Air North assesses the risk of forced or child labour among its direct workforce as low, owing to stringent Canadian labour regulations and unionized work environments. We regularly procure components and assets, coupled with the technologically advanced and safety-critical nature of our operations, the vast majority of our suppliers are sophisticated entities. These suppliers are typically subject to stringent regulations, such as those comparable to the Canadian legislation. Many are publicly traded, necessitating comprehensive reporting and due diligence to ensure compliance with all applicable laws.

Risk Management Steps:

- Inclusion of anti-forced labour and child labour clauses in supplier contracts

Remediation Measures

- No confirmed instances of forced or child labour were identified in our supply chain during the reporting period.
- If forced or child labour is identified, we would suspend the supplier relationship and require remediation before reinstatement.

Reporting: All employees can report concerns anonymously through our Safety Management System (SMS).

Measures to remediate loss of income to vulnerable families

- No confirmed instances of loss of income to vulnerable families.

Employee Training

Training Provided: Training is being developed and will be implemented for applicable employees before Year End 2025.

Assessment of Effectiveness

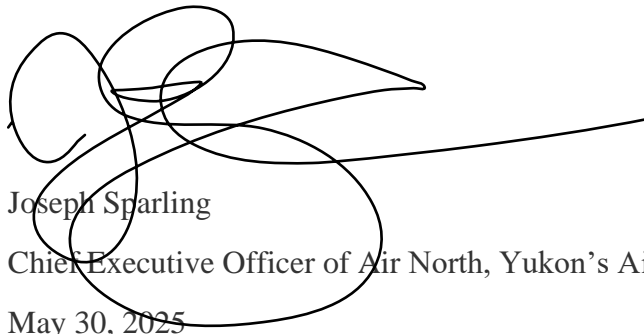
Monitoring: We will track training completions and all reported incidents

Continuous Improvement: We review our processes annually based on audit findings and feedback from employees or stakeholders.

Summary:

Air North's strategy will be to align with industry-leading standards for mitigating risks of forced and child labour. The company will implement policies, foster proactive supplier collaboration, conduct risk-based due diligence, and maintains continuous monitoring and training to ensure full compliance across its global supply.

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of Chief Executive Officer, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report. Have the authority to bind Air North, Yukon's Airline.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Joseph Sparling

Chief Executive Officer of Air North, Yukon's Airline

May 30, 2025