



## **Modern Slavery Act Disclosure Statement 2021**

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and pertains to the fiscal year ended 31 March 2021. This statement is made by Wizz Air Holdings Plc, the parent of all three operating airlines, Wizz Air Hungary Ltd., Wizz Air UK Limited and Wizz Air Abu Dhabi LLC. on behalf of the group (together, "Wizz Air", "we").

Wizz Air is committed to acting ethically and with integrity in our business dealings. It is Wizz Air's expectation that our suppliers also conduct themselves in this manner. Wizz Air is committed to improving its practices to combat slavery and human trafficking and seek out where it exists in our dealings with third parties, suppliers, and in our supply chain in order to meet our commitments. As defined by the UK Modern Slavery Act 2015, "modern slavery" includes the offences of "slavery, servitude and forced or compulsory labour", as well as "human trafficking".

### **Business and Organisational Structure**

Wizz Air offers low-cost, low-fare passenger air transportation services on scheduled short haul and medium-haul point-to-point routes across Europe and to a number of destinations in the Middle East, as well as North Africa and North-West Asia. Wizz Air had in financial year 2020 40+ million passengers annually and flies 137 aircraft on more than 800 routes across 44 countries. Wizz Air employs over 4000 people across a network of 43 bases. Our company is incorporated in Jersey and managed from Switzerland. Wizz Air Holdings Plc has three airline subsidiaries: Wizz Air Hungary Ltd. And Wizz Air UK Limited and Wizz Air Abu Dhabi LLC. For further details of Wizz Air's subsidiaries and corporate structure, please see our [Annual Report](#) (Annual revenue of 2,761.3 million EUR in last financial year 2019/2020).

### **Our Supply Chain**

Wizz Air expects its suppliers to adhere to the highest standards of business internally and in relation to their respective supply chains, and comply with their own human rights regimes and Modern Slavery Act obligations. Wizz Air operates in a highly regulated sector and our supply chain is predominantly service based within Europe. Our suppliers have to conform to the necessary aviation safety standards and certification. However we recognise that we play a part in making a contribution to reduce the occurrence of modern slavery and human trafficking. To this end, and to ensure the organisations from whom we procure goods and services conduct their business ethically, we have commenced work on mapping our existing supply chain, with focus on our critical suppliers. We aim to complete these tasks within the current financial year.

Whilst we have received no reports of incidents, we are taking steps to identify and detect human trafficking. We recognize that we need to update our processes to detect such incidents. Our new Anti-Slavery Policy will assist us in doing this.

### **Polices**

**Wizz Air Holdings Plc**  
Company Number: 103356  
44 Esplanade, St. Helier  
JE4 9WG Jersey

We are committed to assessing any instance of non-compliance regarding modern slavery or human trafficking on a case by case basis. We are proud to announce that we have introduced our new Anti-Slavery Policy which is soon to be rolled out to all our staff. This will inform staff on the key issues around modern slavery and human trafficking, and how they can report such incidents to us. As well as this, our Code of Ethics, "The Wizz Way", applies to every company employee regardless of seniority. These, along with our Whistleblowing Procedure and Anti-Corruption Policy, help us to maintain an effective compliance environment across our supply chain.

### **Training**

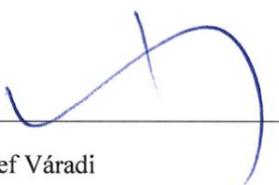
Wizz Air delivers online compliance training relating to its Code of Ethics to every staff member. In addition we will be adding anti-slavery training to every crew member as part of their annual security training sessions. Furthermore, employees are encouraged to raise legal or ethical concerns through various channels, such as their managers, another member of management or Human resources. This is a key feature of our new Anti-Slavery Policy.

### **Our effectiveness in combating slavery and human trafficking**

We are committed to ensuring that collectively these measures will help to assist us in combating modern slavery and human trafficking. However we recognise that we need to measure our effectiveness through the use of KPIs, and we will be looking to use indicators such as vetting procedures, supplier screening measures, sub-contractor inspections (particularly in known at-risk countries), whistleblowing reports, percentage of staff trained, any remedial action taken following reports or incidents of slavery or human trafficking, in the near future.

As part of our ongoing commitment to combating modern slavery and human trafficking, we will continue to review and develop our processes.

The above statement has been approved by the Board of Wizz Air Holdings Plc.

By 

József Váradi

Director, Wizz Air Holdings Plc