

**BOC Aviation Limited  
Modern Slavery Statement**

**1. BOC Aviation**

BOC Aviation Limited (**BOC Aviation**) is a leading global aircraft operating leasing company headquartered in Singapore and listed on the Hong Kong Stock Exchange (HKEX code: 2588). BOC Aviation is the parent company of its wholly-owned subsidiary, BOC Aviation (UK) Limited (**BOC Aviation (UK)**). Similarly, BOC Aviation (UK)'s principal activity is the leasing of aircraft and its registered address is c/o Cogency Global (UK) Limited, 6 Lloyds Avenue, Unit 4CL, London, England, EC3N 3AX.

BOC Aviation and BOC Aviation (UK) (together, **BOC Aviation Group**) have very similar operations and supply chains and take a joint and unified approach to modern slavery and broader ESG matters. Therefore, all actions described in this statement are reflective of actions taken jointly by both BOC Aviation and BOC Aviation (UK) in respect of their collective operations and supply chains.

BOC Aviation Group is committed to building a more sustainable global economy and continuing to strengthen our business strategies and operations in the areas of environment, social and governance.

**2. Commitment to the United Nations Sustainable Development Goals**

BOC Aviation Group is committed to supporting the United Nations (**UN**) Sustainable Development Goals (**Goals**) in order to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere by the target date of 2030.

**3. Our Employees**

BOC Aviation Group is committed to providing equal employment opportunities to all individuals without regard to race, colour, religion, gender, national origin, age, disability, marital status, or sexual orientation.

We prohibit the employment of child, forced or compulsory labour. We have a rigorous hiring process for all employees which are conducted in-person to the extent possible. All employees complete and sign the employment application form to verify key personal information including their age. Compliance checks and employment reference checks will be carried out if deemed necessary.

BOC Aviation Group complies with all applicable employment laws. We have implemented controls that seek to ensure there is no child or forced labour in our organisation.

BOC Aviation Group is committed to UN Goal 8 (Decent Work and Economic Growth), which aims to eradicate forced labour, end modern slavery and human

trafficking and secure the prohibition and elimination of the worst forms of child labour.

#### **4. Our Supply Chain**

BOC Aviation Group has a global network of suppliers to support its business and to diversify risks.

As a global aircraft operating leasing company, BOC Aviation Group relies mainly on original equipment manufacturers and aerospace support services providers, most of whom have long-term contracts with us. We have an extensive global network of third-party suppliers on an as-required basis including maintenance, repair and overhaul services providers, parts suppliers and specialist service suppliers such as engineering design and ferry flight operation providers.

During the year ended 31 December 2024, we surveyed our top 50 suppliers regarding their ESG practices. The survey covered key areas including workplace safety and health, and whether they had policies against child or forced labour. The survey is conducted annually and allows BOC Aviation Group to monitor our top suppliers in the areas of child or forced labour. In 2024, no major supplier was identified as having significant risks of child labour, young workers exposed to hazardous works, or forced or compulsory labour.

#### **5. This Statement**

This constitutes the Modern Slavery Statement of BOC Aviation Limited and BOC Aviation (UK) Limited, made pursuant to the UK Modern Slavery Act 2015 and is signed by the Chief Executive Officer and Managing Director of BOC Aviation Limited on behalf of both companies. All information reported in this statement are for the year ended 31 December 2024 and as at 31 December 2024, unless otherwise indicated.

Please refer to the 2024 Environmental, Social and Governance Report of BOC Aviation Limited available at [www.bocaviation.com](http://www.bocaviation.com) for more details of our ESG efforts across our offices in Singapore, Dublin, London, New York and Tianjin for the year ended 31 December 2024.



---

**Steven Matthew Townend**  
**Chief Executive Officer and Managing Director**

28 April 2025