



StandardAero, Inc.
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USA

Modern Slavery Act Statement – 2024

1) Structure, Activities and Supply Chains

This Statement is made pursuant to the requirements of the Section 54(1) of the U.K. Modern Slavery Act of 2015, Part 2 of the Australian Modern Slavery Act of 2018, and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chain Act of 2023 and constitutes StandardAero's slavery and human trafficking statement for the financial year from January 1 to December 31, 2024.

For the purposes of Part 2 of the Australian Modern Slavery Act 2018, this Statement is made on behalf of StandardAero Australia Pty. Ltd d/b/a StandardAero ABN 156 165 472 (“**Australian Reporting Entity**”). For the purposes of the Australian Modern Slavery Act 2018, no submissions have been made prior to 2023 due to administrative error and/or further clarifications being made to our statement.

For purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chain Act of 2023, this Statement is made on behalf of Standard Aero Canada, Inc., Standard Aero Nova Scotia Company (#3326362), Standard Aero Limited (#BC1280633), StandardAero Atlantic, Inc. (#348599-4), and Standard Aero Canada ULC (#BC1204036) (collectively, the “**Canadian Reporting Entities**”).

For the purposes of section 54(1) of the U.K. Modern Slavery Act 2015, this statement is made on behalf of the reporting entities: StandardAero (UK) Holdings Limited (#134112652), Vector Aerospace International Limited (a UK company number 6404274) and H+S Aviation Limited (#00422128) (collectively, the “**UK Reporting Entities**”).

StandardAero is incorporated in the State of Delaware with principal executive offices in Scottsdale, Arizona. StandardAero is an NYSE-listed company trading under the ticker symbol SARO. The corporate structure of the above listed Reporting Entities are set out in Annex A of this Statement. A complete list of StandardAero's subsidiaries worldwide (as of the end of 2024) can be found at: [SARO - March 12, 2025 - 10-K: Annual report - List of Subsidiaries](#).

StandardAero is one of the world's largest independent, pure-play providers of aerospace engine aftermarket Maintenance, Repair, and Overhaul (MRO) services for fixed and rotary wing aircraft, serving the global commercial, military and business aviation end markets. We are also one of the largest independent engine component and avionics repair platforms, providing services to commercial aerospace, military, land and marine, and oil and gas end markets.

At year-end 2024, we had approximately 7,700 employees operating in more than 50 locations, worldwide. Of our employees, approximately 55% work in the United States, 26% work in Canada, 10% work in the United Kingdom and 9% work in other locations around the world.

StandardAero also contracts suppliers in these regions to provide aviation materials and services. We seek to create a relationship of trust and integrity with all our suppliers, which is built upon mutually constructive factors. Our authorizations and licenses from Original Equipment Manufacturers (OEMs) often require that we purchase component parts directly from the OEMs or their designated distributors. Our four largest parts suppliers, exclusively consisted of OEMs, accounted for a substantial majority of our total parts purchases.

As of year-end 2024, StandardAero has approximately 15,000 approved suppliers. Their locations are as follows:

- 83% based in North America (US, Mexico and Canada),
- 10% based in UK and Europe,
- 4% based in Australia, and
- 3% are Rest of World.

2) Policies and Due Diligence Processes

StandardAero endeavors to work only with suppliers, vendors, contractors, and other external parties that share our commitment to ethics, integrity, and compliance with applicable laws. Contractors, consultants and agents are required to act consistently with StandardAero's Code of Ethics when acting on our behalf. Suppliers doing business with StandardAero also adhere to our Supplier Code of Conduct. We expect our suppliers to obey the laws that require them to treat workers fairly, provide a safe and healthy work environment, and respect human rights. Our Supplier Code of Conduct clearly states the actions and behaviors expected of them and compliance with applicable laws.

A cross-functional team coordinates and collaborates on supply chain risk mapping and compliance with both our customer's requirements and relevant government agencies. This team highlights where governance risks such as institutional corruption and transparency of ownership or control and social risks such as forced labor are more likely to be evident in our supply chains. We strive to identify high-risk suppliers and countries of concern and risk rank them based on unique risk profiles, government lists and alerts, and third-party resources including technology solutions and references such as:

- OECD Due Diligence Guidance for Responsible Business Conduct
- Walk Free Global Slavery Index
- Australian Government Attorney-General's Department
- Public Safety Canada guidance for entities
- UK Home Office Transparency in Supply Chains (TISC) Guidance
- U.S. Department of Labor's Comply Chain resources

Our supplier selection and on-boarding process includes due diligence of the supplier's ownership and control, compliance with applicable international, national, and local laws, and other industry-specific quality and safety performance standards. For quality control, cost, and

flight safety reasons, we generally purchase supplies from vendors with whom we have long-standing relationships or who our customers have previously screened and approved.

Suppliers are required to self-identify by completing pre-qualification surveys and attesting to the information provided in order to be an approved supplier for StandardAero. Identification of the type of business, representations and certifications, and other relevant social and environmental management systems information is provided to StandardAero for review and used to certify the supplier. Suppliers are also asked to accept our terms and conditions. Acceptance of the terms and conditions requires suppliers to comply with our Supplier Code of Conduct and warrant that they do not use any form of forced, compulsory or slave labor and abide by such laws, rules and regulations in the jurisdiction(s) in which they operate.

In concert with the issuance of this Statement, StandardAero has a Modern Slavery and Human Trafficking Policy (the “MSA Policy”), which seeks to identify, prevent, and manage modern slavery-related risks in our business and supply chains. In adopting the MSA Policy, we seek to accomplish the following overarching objectives: Continuing to develop systems to (a) identify, assess and monitor potential risk areas in our supply chains, (b) mitigate the risk of slavery and human trafficking occurring in our supply chains through enhanced contract term controls (as applicable and wherever possible), (c) train our employees as to these risks and the need to manage them, and (d) protect whistleblowers.

In addition to our MSA Policy and due diligence processes, our suppliers and contactors are expected to perform within the provisions of a variety of company policies, including but not limited to:

Whistleblower Policy: We encourage all our employees, contractors, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, StandardAero and its subsidiaries. This Whistleblower Policy is designed to make it easy for workers to make disclosures anonymously, without fear of retaliation.

Code of Ethics: StandardAero’s Code of Ethics makes clear to employees the actions and behavior expected of them when representing the organization.

Supplier Code of Conduct: Our Supplier Code of Conduct encourages suppliers to do the right thing by clearly stating the actions and behaviors expected of them when engaging with our business.

Recruitment/Agency Workers Policy: If needed, StandardAero and its subsidiaries uses only registered, reputable employment agencies to source labor. We review and verify the practices of any new agency before accepting workers from that agency.

StandardAero Australia Family and Domestic Violence Policy (Australia-only): This significant social policy provides paid leave for StandardAero’s Australian employees experiencing family and domestic violence.

3) Forced Labour and Child Labour Risks

As described under Requirement (b) – Policies and due diligence processes, our risk mapping of suppliers is informed by third party references and resources. As an example, the Global Slavery Index highlights the connection of how the most developed countries are connected to modern slavery, not only through exploitation occurring within their own borders, but also

through the goods they import. We also focus our due diligence on areas of higher-risk and vulnerability to modern slavery that rely upon contract labor and services in construction, maintenance of facilities, freight hauling and trucking/shipping.

According to our due diligence processes and the review of supplier attestations (i.e., completed business surveys and compliance questionnaires), we are not aware of any allegations of forced labor, human trafficking, or similar activities against any of our suppliers. Should allegations arise, we would immediately notify the proper authorities and take appropriate action against the supplier.

4) Remediation Measures

Not Applicable. To date, we are not aware of any allegations of forced labor, human trafficking, or similar activities against any of our suppliers.

5) Remediation of Loss of Income

Not Applicable. To date, we are not aware of any allegations of forced labor, human trafficking, or similar activities against any of our suppliers.

6) Training

StandardAero is committed to promoting quality excellence, environmental protection, occupational health and safety, and flight safety as a foundation of business excellence. We prioritize training to ensure our workforce remains at the forefront of industry and regulatory standards. StandardAero utilizes internal subject matter experts to develop training content and, on occasion, deliver training. Our regular professional training and learning content is provided through a variety of third-party services, both in-person and on-demand formats.

For the 2024 calendar cycle, StandardAero offered its 'Code of Ethics' and a 'Preventing Human Trafficking' training course. Both courses covered forced labor and child labor topics.

- Nearly all global StandardAero employees participated in and completed Code of Ethics training
- As of June 2024, 5,100 employees (approximately two-thirds of our total) completed the Preventing Human Trafficking course

The StandardAero Code of Ethics also outlines ways in which individuals outside of the company can report illegal or unethical behavior. These resources include: contacting Human Resources, the Chief Compliance Officer, Internal Legal Counsel, our MyVoice anonymous reporting Hotline or online at:

www.standardaero.ethicspoint.com

To further raise awareness about our policies, practices, and risk management approach, we publish an annual Corporate Sustainability Report, accessible at:

www.standardaero.com/aboutus/corporatesustainability

7) Assessing Effectiveness

Due to the nature of our industry, all potential employees and contract labor are required to undergo a pre-employment vetting and verification procedure. Subject to local laws, individuals are required to be verified for identify, employment, education and certifications, nationality, right to work, and criminal records. Where we work with recruitment or employment agencies, they are subject to our supplier due diligence process and acknowledge our Supplier Code of Conduct.

Our risk-based due diligence helps us to prevent and minimize supply chain disruptions and supplier-related incidents by sharing appropriate data and raising awareness of potential risks across a multi-functional team. We continually assess modern slavery risks with our suppliers based where our suppliers are located and operating, and where goods and services are sourced from or provided.

During 2024, we made significant investments in staffing and organizational resources to enhance our risk management and supply chain functions including:

- Hiring a Chief Compliance Officer (new position)
- Hiring a new Vice President, Global Supply Chain
- Hiring a Corporate Sustainability-Responsible Supply Chain Manager (new position)
- Deploying a new AI-enabled supply chain risk management software system
- Holding periodic cross-functional meetings to review global regulatory and risk-based impacts to our business and supply chains
- Reporting data to and descriptions about our risk management approach to third party stakeholders including EcoVadis and CDP
- We also released our 2024 Corporate Sustainability Report

Acknowledging that we did not review each and every supplier during this past year, we believe our risk management approach and due diligence processes are robust and effective. We are not aware of any allegations of forced labor, human trafficking, or similar activities against any of our suppliers.

We will continue to monitor our compliance with this statement and our policies, and the effectiveness of our due diligence actions with respect to preventing modern slavery. This will be accomplished in the following ways:

- Uphold the highest standards of ethical conduct and expectations from our suppliers;
- Raise familiarization within StandardAero and its third-parties of the MSA Policy;
- Use training on Ethics, Human Rights, and Modern Slavery to raise awareness with employees;
- Continually monitor StandardAero's supply chain and map its suppliers in order to identify higher risk issues, such as jurisdictions of operation, institutional and corporate governance, and the nature of purchased materials and services, and/or suppliers; and,
- Communicate supplier-related performance and benchmarking with industry best practices and due diligence guidance.

8) Approval

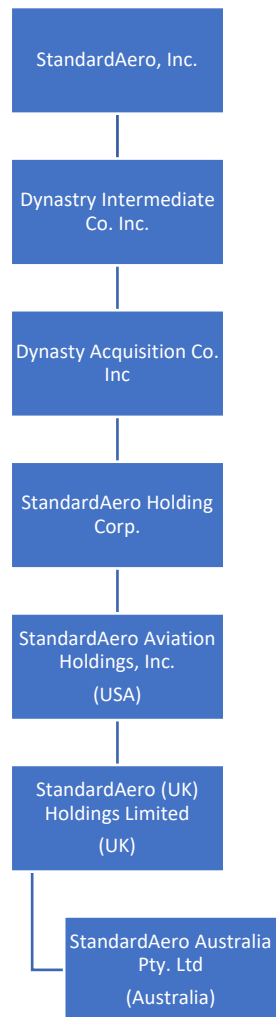
This statement is reviewed annually. StandardAero has approved this statement as of May 1, 2025 by StandardAero's Board of Directors for the Australian, Canadian (pursuant to Section

11(4)(b)(ii) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act), and U.K. Reporting Entities. It has been signed by a designated Board of Directors for each Reporting Entity and such signed copies are available upon request. In accordance with the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate, and complete in all material aspects for the purposes of the Act, for the reporting period listed above. I have authority to bind StandardAero.



Steve Siquel
Chief Legal Officer

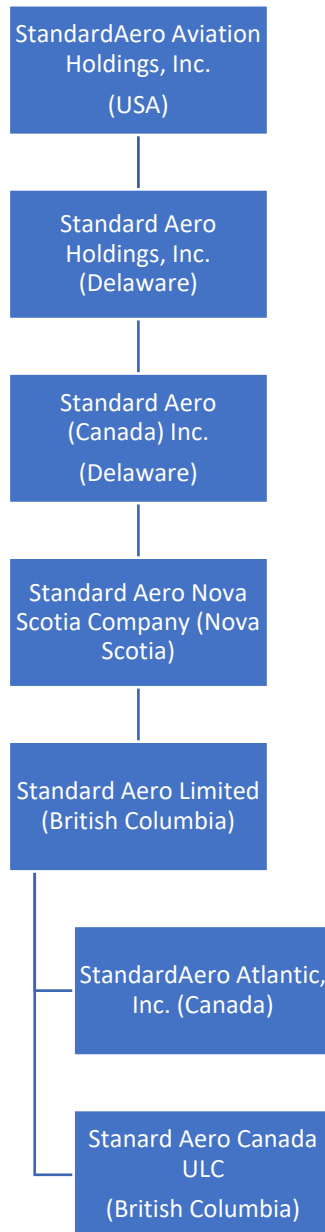
Australian Organizational Structure for StandardAero Australia Pty Limited



ANNEX A – ORGANIZATIONAL STRUCTURE

Canadian Organizational Structure for Standard Aero Limited and StandardAero Atlantic, Inc.

[For Organizations above StandardAero Aviation Holdings, Inc., please see page 6]



ANNEX A – ORGANIZATIONAL STRUCTURE

UK Organizational Structure for Vector Aerospace International Limited (a UK company number 02081369) and H+S Aviation.

[For Organizations above StandardAero Aviation Holdings, Inc., please see page 6]

