



JetBlue Airways Corporation

Modern Slavery Statement

Introductory Statement

JetBlue's values – Safety, Caring, Integrity, Passion and Fun – are embedded in our culture. Our long-term success depends on our adherence to those values, our integrity and our commitment to legal ethical, safe, fair and responsible business practices.

As an airline, we are in a unique position to help identify potential human trafficking situations and have a responsibility to help eradicate this illegal trade. JetBlue is deeply committed to fighting against modern slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes JetBlue's slavery and human trafficking statement for the financial year ending December 31, 2024.

This statement was approved by the company's Board of Directors on February 12, 2025, and signed on company's behalf by:

A handwritten signature in black ink, appearing to read "Joanna Geraghty". The signature is written in a cursive style and is positioned above the printed name.

Joanna Geraghty

Chief Executive Officer and Member of the Board of Directors

February 25, 2025

Business, Structure and Supply Chains

Our Business

JetBlue is a U.S. airline incorporated in Delaware. We are the sixth largest airline in the U.S., operating an average of over 900 flights daily and carrying over 40 million passengers a year. With over 24,000 staff members ("crewmembers"), we serve over 100 destinations in the U.S., Canada, the Caribbean, Latin America and Europe. Our "focus cities" (where we have large operations) are Boston, Fort Lauderdale-Hollywood, Los Angeles, New York, Orlando and San Juan.

Our Structure

JetBlue is a public U.S. corporation, organized in the state of Delaware. Our shares of stock are traded on the NASDAQ Stock Market in New York City. No one shareholder owns a controlling interest in the Company. JetBlue Ventures and JetBlue Travel Products are two of our non-airline and wholly-owned subsidiaries. JetBlue Ventures invests in and partners with early-stage start-ups improving the travel, hospitality and transportation industries. JetBlue

Travel Products offers package travel deals (e.g., air, hotel and car) and hosts websites (e.g., Paisly) that assist travellers with non-airline products (e.g., hotels). We also have our own wholly-owned charitable arm (the JetBlue Foundation), crewmember support fund (the JetBlue Crewmember Crisis Fund), political action committee (JetBlue Airways Corporation Crewmember Good Government Fund) and captive insurance company (Blue Bermuda Insurance Ltd.). All of the aforementioned, with the exception of the latter (which is based in Bermuda), are located in the U.S.

Our Supply Chains

JetBlue's success is built on our values and ethical conduct. The Company's commitment to its role in eradicating modern slavery and human trafficking also stretches out to our supply chain. Our main business partners include suppliers of aircraft, aircraft engines, aircraft parts, aviation fuel, ground handling services, inflight catering, information systems, aircraft maintenance and repair services, professional services, travel and real estate. These business partners are located within and outside of our home country of the United States, including the various foreign countries and regions to which we fly, as well as any countries in which any goods consumed by JetBlue are made (whether by direct suppliers or entities supplying the Company's Business Partners (as defined below)).

Our Policies on Slavery and Human Trafficking

JetBlue's undertakings in respect to modern slavery and human rights are set out in:

- [JetBlue Code of Conduct](#) – This is a key master document outlining the business, personal, and professional standards that must be followed by all JetBlue crewmembers and anyone conducting business on behalf of JetBlue. It reinforces JetBlue's values, including its commitment to the efforts to identifying and reporting human trafficking.

Specifically, it contains a section on Human Rights & Labour Practices, including the Company's commitment to the efforts in identifying and reporting human trafficking. In addition, it provides that JetBlue and its business partners must not engage in or support any form of slavery, forced or compulsory, bonded, prison, indentured labour, or human trafficking of involuntary labour through threat, force, fraudulent claims, or coercion. JetBlue fully complies with the requirements of applicable slavery, forced labour, and human trafficking laws.

- [JetBlue Business Partner Code of Conduct](#) – This document defines JetBlue's expectations of how its business partners, their workers, agents and subcontractors should operate while conducting business with or on behalf of JetBlue. This includes aligning and integrating guidelines, policies, and practices with this code and communicating and enforcing this code throughout their organization and across their supply chain.

According to the code, business partners must not engage in or support any form of slavery, forced or compulsory, bonded, prison, indentured labour, or human trafficking of involuntary labour through threat, force, fraudulent claims, or coercion. Business Partners must also not permit their subcontractors to engage in these practices. JetBlue expects its Business Partners to fully comply with the requirements of applicable slavery, forced labour, and human trafficking laws. Business Partners are encouraged to

implement due diligence measures to ensure that no human trafficking exists within their extended supply chains.

Due Diligence Processes for Slavery and Human Trafficking

As a global airline, we acknowledge our role in preventing slavery and human trafficking. In May 2013, JetBlue was one of the first domestic U.S. airlines to sign on to the U.S. Department of Homeland Security and Department of Transportation's [Blue Lightning Initiative](#). The Blue Lightning Initiative trains airlines across the U.S. and their personnel to identify potential human trafficking and report it to the relevant authorities.

As part of our initiative to identify and mitigate risk, JetBlue ensures that all airport operations, flight and inflight crewmembers are equipped with the knowledge to identify and respond to potential cases of human trafficking during their initial training and again on an annual basis. We teach our crewmembers what human trafficking is, who the victims typically are, what signs to look for and how to report information of suspected human trafficking.

In addition, a protocol is in place that crewmembers must follow in the event they suspect human trafficking. When one of our crewmembers observes behaviors that may be symptomatic of human trafficking, they should immediately notify our Corporate Security team ("BlueWatch") and complete the relevant incident or irregularity report. Any suspected human trafficking situation is documented internally and reported to appropriate law enforcement authorities for follow-up.

Supplier Adherence to Our Values and Ethics

We strive to work with business partners that share our commitment to ethical business practices. The [JetBlue Business Partner Code of Conduct](#) defines our own commitment and expectations of our business partners. It describes JetBlue's expectations of how our business partners should operate. We expect all our business partners to adhere to these standards while conducting business with or on behalf of JetBlue, which requires aligning and integrating guidelines, policies, and practices with this Code and communicating and enforcing the Code throughout their organization and across their supply chain.

Our contract templates also include anti-trafficking clauses, which we also seek to incorporate into contracts when using business partner templates (although many have their own versions of such provisions).

Training

To ensure that our crewmembers understand the risk of modern slavery and human trafficking in our business and supply chains, and are prepared to identify and deal with potential cases of human trafficking, training is provided to our staff. JetBlue's Corporate Security team develops these training materials, which they deliver through JetBlue University, JetBlue's company training department.

Initial and recurrent training on modern slavery and human trafficking is provided to all crewmembers in direct contact with customers. JetBlue's training program includes: (i) an introduction to the [Blue Campaign](#) (a campaign launched by the U.S. Department of Homeland Security to raise awareness of human trafficking indicators and how to respond to them) and the Blue Lightning Initiative, (ii) definitions of human trafficking and human smuggling, (iii) indicators of human trafficking, and (iv) protocols for reporting suspicions. Customer-facing

crewmembers are therefore provided with information on the warning signs and indicators of human trafficking and reporting requirements. In addition, human trafficking guidance is incorporated in relevant department manuals (including for pilots, flight attendants and airports crewmembers), which are available on our internal online platform Comply365. Further training opportunities and instructional videos provided by the Blue Lightning Initiative are made available to staff.

The Blue Lightning Human Trafficking training program went live in 2013 and is mandatory for our pilots, inflight crewmembers and airport operations teams. Any other JetBlue crewmembers also have access to this training as an elective course in their JetBlue University course catalogue.

Training materials are regularly reviewed and updated as necessary, including to address any changes suggested by the U.S. Department of Homeland Security, U.S. Department of Transportation, or the Blue Campaign.

Other Activities

Other initiatives to combat modern slavery and human trafficking include the following:

- Monthly awareness announcements and updates are provided through JetBlue's Security Champions, and quarterly communication announcements are distributed to customer-facing crewmembers.
- Modern slavery and human trafficking have been included in the four pillars of JetBlue's Workplace Violence Program 'Blue Haven'.
- The posting of the following sign in all JetBlue aircraft:

Your safety is our priority.

**If you are being forced to travel
against your will, help is available.**

**Notify an Inflight Crewmember or
contact the National Human
Trafficking Hotline at:**

**1-888-373-7888
or text BeFree (233733)**

Su seguridad es nuestra prioridad.

**Si le están obligando a viajar en
contra de su voluntad, puede pedir
ayuda.**

**Dígale a un Miembro de la
Tripulación o llame a la Línea
Nacional Contra la Trata de
Personas al:**

**1-888-373-7888
o envíe un mensaje al
BeFree (233733)**