



Charity & Community Impact Report (CCIR)

2024

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01 Purpose

Our purpose is to transform lives through the world of work, creating opportunities that empower individuals, build stronger communities, and contribute to the global fight against cancer.

We are committed to fostering positive social impact through community engagement and charitable initiatives. This Charity & Community Impact Report (CCIR) outlines our approach to addressing community needs, supporting education and youth development, promoting sustainability, and advancing health and well-being globally.

By aligning our efforts with local priorities and leveraging employee involvement, this policy ensures a consistent and meaningful contribution to the communities where we live and work, creating long-term value for both society and our organisation.

02 Scope

This CCIR applies to all aspects of our business, covering our internal workforce, contractors, and temporary workers across all global locations. It also extends to our relationships with suppliers, partners and other stakeholders. Through this policy, we commit to conducting business responsibly, ethically, and sustainably, with a focus on supporting charitable initiatives, strengthening communities, and maximising our positive impact on society.

We are dedicated to treating all employees and stakeholders with fairness and respect, upholding transparency in employment practices, and maintaining ethical business standards in all areas of health, safety and the environment.

We ensure compliance with all applicable laws and regulations, and we expect our suppliers and partners to uphold similar standards, including clear environmental commitments and adherence to anti-slavery and human trafficking laws.

To support our mission, we encourage all employees and stakeholders to adopt responsible practices that align with our values. Through community engagement and support of local initiatives, we strive to make a positive, lasting impact in the communities where we operate, reinforcing our role as an active contributor to a sustainable future.

LIFE EXCELLENCE
INTEGRITY GROWTH

03 Provisions

The purpose of our community and charity efforts is to foster genuine, values-driven engagement across the organisation, without any inferred or explicit pressure on individuals to contribute. Participation in our community engagement and social programmes should stem from personal commitment rather than an obligation to achieve corporate recognition.

While we do not seek external accolades for these efforts, we welcome recognition that arises naturally from meaningful impact. Our focus remains on creating a positive difference for our people and the communities we interact with, regardless of public acknowledgment.

04 Responsibilities

Chief Executive Officer:

- owning the company's overall vision, strategy, operations, and performance while setting the tone for corporate culture.

The Operations Board:

- ensuring that the policy and associated processes are followed; and
- for ensuring compliance will be monitored regularly.

Chief HR Officer/Business Ethics Officer:

- issuing guidelines to employees and maintaining and updating the policy as required.
- ensuring adherence to ethical standards, compliance with regulations, and fosters a culture of integrity through policies and training.

The ESG Committee:

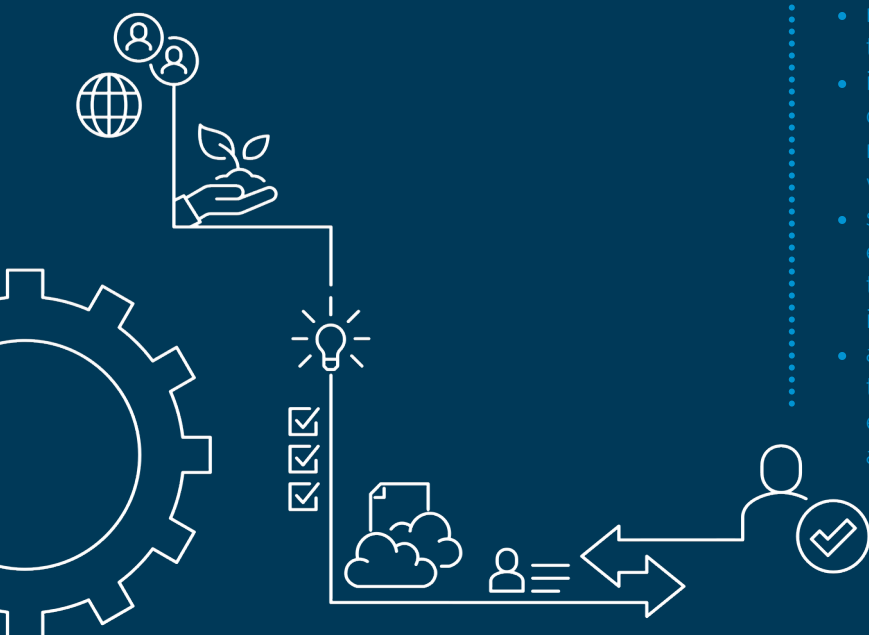
- supporting managers on communication and implementation of the policy; and tracking and reporting on any relevant metrics.

Managers:

- ensuring principles set out in this policy are clearly communicated to, understood and observed by all employees, and
- ensuring compliance in their area of responsibility.

Employees:

- reporting any perceived breaches of the policy to their line manager or senior management.
- incorporating sustainable practices in their daily activities, such as conserving resources, reducing waste, and minimising energy use where possible.
- staying informed about sustainability and environmental issues, participate in relevant training, and contributing ideas on how to improve our collective impact.
- adhering to ethical standards that align with the company's commitment to social and environmental responsibility in all work-related activities.



05 Environmental Commitment

Airswift is committed to minimising the environmental impact of our operations and promoting sustainability through innovation, continuous improvement, and adherence to environmental laws and standards. We encourage our global teams to adopt sustainable practices, fostering a culture of environmental responsibility across all levels of the organisation.

Each year, we align our volunteer efforts with the United Nations World Environment Week mission, focusing on initiatives that inspire sustainable practices and empower communities. As part of our commitment to sustainability, we also align our efforts with key United Nations Sustainable Development Goals. Full details are outlined in our [Environmental and Sustainability Policy](#).

By also embracing the principles of Reduce, Reuse, and Recycle, we encourage employees to share ideas and participate in environmental programmes across our business units, contributing to more sustainable communities where we live and work.



World Environment Week at Airswift

Each World Environment Week, our people donate hours to volunteering and education. These hours are accrued by taking part in events such as litter pick-ups, setting up community gardens or company-wide 'Power Hour', when we are all encouraged to switch off unnecessary electronics for an hour during a workday.

World Environment Week is focused on promoting and supporting sustainability and our four main goals:



EDUCATE

ourselves & our communities about local environmental issues and how climate change will impact their region, the country, and the world.



PROMOTE

values and behaviors that address environmental degradation and climate change in an inclusive and participatory setting.



EMPOWER

your community with the civic engagement skills necessary to take action to help fight climate change.



MAINTAIN

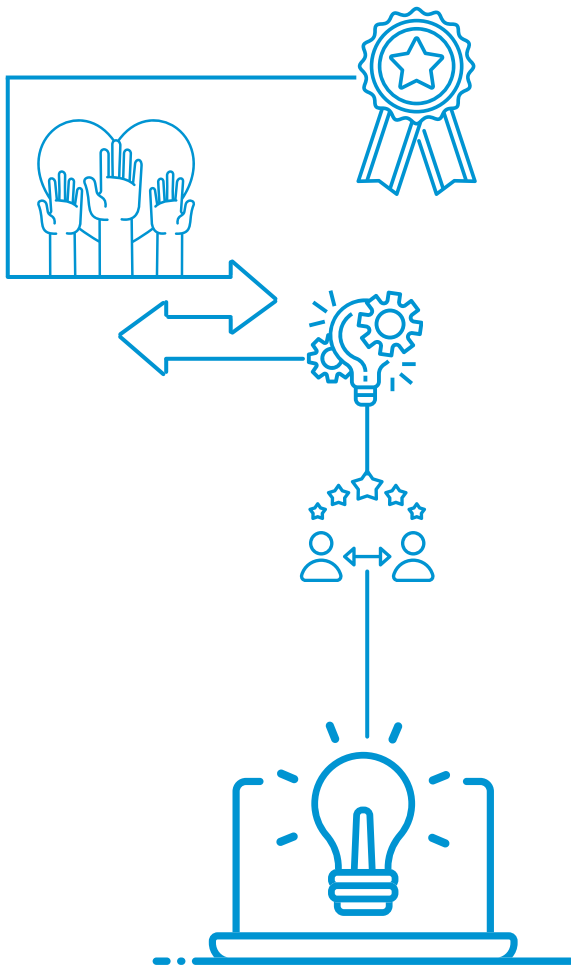
new habits & don't forget even the smallest actions have a major global impact.



06 Educational Commitment

Airswift is dedicated to engaging with local communities to meet their specific needs and drive sustainable development. Our initiatives focus on impactful, needs-based support for education, industry training, and resilience-building across our regions. Each year, we dedicate service hours for employees to participate in hands-on projects that directly benefit local communities.

We aim to expand and enhance these programmes, particularly in developing regions, to align with local priorities and industry needs. Regular feedback ensures our initiatives continue to evolve based on community needs and create meaningful, lasting impact.



EduMais

Established in 2024, in collaboration with EduMais in Rio de Janeiro, Airswift hosts young adults for a day at our offices, where they explore departments across our business and gain insights into essential skills and career options, underscoring our commitment to youth empowerment through practical learning.

STEM Outreach

Airswift has partnered with TeenTech to launch a STEM outreach programme at Manchester Moorside School in the UK. This initiative supported students who went on to become finalists in TeenTech's Innovation Awards. We are currently exploring opportunities to establish an ongoing partnership with TeenTech and expand similar programmes to Houston.

Junior Achievers

As part of our commitment to youth development, Airswift supports the Junior Achievement (JA) programme in Texas. JA provides students with essential skills in financial literacy, entrepreneurship, and career readiness, with our employees volunteering as mentors to deliver JA's interactive curriculum and share business insights. Through this engagement, we help empower the next generation while fostering stronger, more resilient local communities.



07 Cancer Research & Prevention

Following Airswift's inception, fostering a culture of giving has remained a core part of our identity. With the increasing global incidence of cancer, it is estimated that by 2035 there will be 24 million new cancer cases and 14.6 million cancer-related deaths worldwide. As a global business, we are united in the fight against cancer, supporting patients, their families, and advancing research and prevention efforts.

Since 2016, Airswift has partnered with the American Cancer Society to promote active, healthy lifestyles, raise cancer awareness, and support those affected by the disease. Through the annual Fit2Be Cancer Free steps challenge each spring and Relay for Life events each fall, we unite globally to raise awareness, promote wellness and fundraise for all those affected by cancer.

By collaborating with global nonprofits and engaging our teams worldwide, Airswift strives to make a meaningful and lasting impact in the fight against cancer.



Fit2Be Cancer Free

Each spring, Airswift's global teams participate in the Fit2Be Cancer Free 3-week steps challenge, promoting healthy habits, raising awareness about cancer prevention, and fundraising for the American Cancer Society.

This initiative reflects our commitment to wellness and encourages physical activity, which research shows can reduce cancer risk by up to 30%. By motivating employees to lead active lifestyles, we aim to prevent cancer while supporting a meaningful cause.



Relay for Life

Airswift is passionate about cancer research and prevention, so we chose to partner with and participate in Relay For Life, the world's largest fundraising event and movement to fight every cancer in every community. Each year, our global offices come together to fight against cancer.



We launched the first virtual Global Relay For Life event in 2016, which was recognised by the American Cancer Society's national magazine as the first of its kind. Divided into teams by region, each office location within the regional teams hosts a variety of events to raise awareness and funds to support a local cancer organisation.

I HOPE FOR

In 2018, Airswift launched the "I Hope For" campaign as part of our annual Relay For Life initiative. Through this campaign, we personalised the impact of our charitable giving to our employees and positively impacted our fundraising efforts.

To date, Airswift have raised over \$600,000 in support of more than 20 cancer societies and organisations providing resources to those with cancer. By raising funds and increasing awareness, we hope to make a positive impact on people's lives and continue the efforts each year within our communities.





www.airswift.com

Charity & Community Impact Report
Owner: Business Ethics Officer