



الطيران العُماني
OMAN AIR

Anti-Human Trafficking Policy

2026

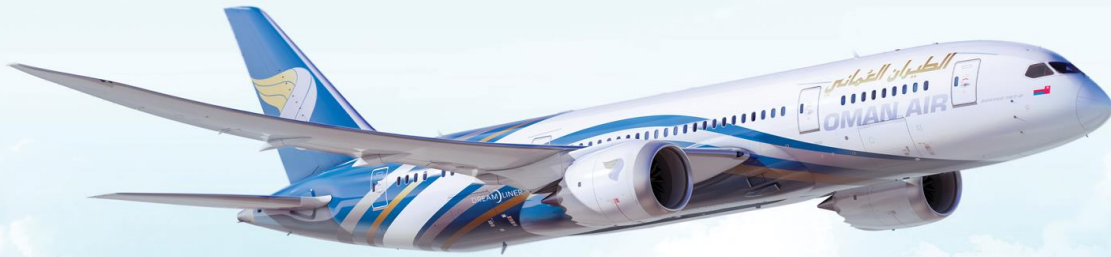


Table of Contents

1. Policy Statement.....	3
2. Definition of Trafficking.....	3
3. Purpose.....	3
4. Scope	3
5. Reference Standards and Guidance.....	4
6. Roles and Responsibilities	4
7. Training & Awareness.....	5
8. Compliance.....	5
9. Breach.....	5
10. Policy Review	5

1. Policy Statement

Oman Air adopts a zero-tolerance approach to human trafficking and is committed to preventing the misuse of its operations for any form of human exploitation. This policy outlines procedures and responsibilities to identify, report, and support actions against suspected trafficking incidents. This policy is aligned with the standards and guidance of International Air Transport Association (IATA) and the International Civil Aviation Organization (ICAO). In addition, Oman Air complies with all applicable national and international laws on combating human trafficking.

Oman Air is committed to:

- Zero Tolerance: We prohibit human trafficking in all operations. Preventing its aircraft, systems, and services from being exploited for human trafficking.
- Ensuring crew, airport personnel and other operational personnel will be trained to identify and report suspected trafficking.
- Cooperating fully with Omani authorities and international partners, including Royal Oman Police (ROP), Immigration, and other international authorities, in line with ICAO and IATA standards Victim Centric Approach - Prioritizing the safety and dignity of suspected victims in all interventions.

2. Definition of Trafficking

As per Royal Decree 78/2025 The Law Combating Human Trafficking, any person who intentionally and for the purpose of exploitation commits any of the following acts shall be considered to have committed the crime of Human Trafficking.

- Using, transporting, harboring, receiving, transferring or detaining a person within the Sultanate of Oman or across its national borders by means of force, threat, deception, abduction, exploitation of position or influence, exploitation of a vulnerable situation, use of authority over that person, or by giving money or benefits to obtain the consent of a person who has control over another person, or by any other unlawful means, whether direct or indirect.
- Using, transporting, harboring receiving, or transferring a child or any person with limited or no legal capacity.
- Selling, offering for sale, buying, promising to buy or bartering a person.
- Using a person for the purpose of slavery, domestic servitude, forced labor, or compulsory labor.

3. Purpose

- Prevent the use of Oman Air services in human trafficking operations.
- Promote awareness and capacity-building among frontline staff.
- Establish clear reporting and response procedures.
- Support national and international efforts against trafficking.

4. Scope

This policy applies to:

- All Oman Air employees, including but not limited to cabin crew, pilots (flight crew), ground operations, cargo, catering, customer service agents, and management staff both in operation and corporate level.

CONFIDENTIAL	Issue Date: 13.01.2026	Version: 01	Page: 3 of 6
--------------	------------------------	-------------	--------------

- Oman Air contractors, service partners, and vendors operating at any Oman Air facility or under Oman Air branding.
- All Oman Air flights and operations, both domestic and international.

5. Reference Standards and Guidance

- Royal Decree 78/2025 Omani Law on combatting Human Trafficking- National legislation criminalizing trafficking
- Oman CAA – Civil Aviation Regulation Commercial Air Transport Operations (CAR-OPS 1)
- ICAO Circular 352 – Guidelines for Cabin Crew Training on identifying and responding to Trafficking
- ICAO Circular 357 – Guidelines for reporting Suspicious Trafficking Cases by Flight /Cabin Crew
- ACI Combatting Human Trafficking Handbook First Edition
- IATA Combatting Human Trafficking – A practical guide for airlines (2nd Edition)

6. Roles and Responsibilities

Oman Air will ensure training to all staff to ensure their roles and responsibilities is conducted in the correct manner.

Cabin Crew

- If a cabin crew member observes any indicators that may suggest suspected human trafficking, they must take steps in accordance with Company Procedures to discreetly identify and report the concern to the Commander.
- Cabin Crew must avoid direct confrontation with suspected traffickers to ensure the safety of suspected victims.
- Post flight, the Cabin Director/Cabin Crew shall submit a Trafficking in Person on Board Report to the Company.

Flight Crew

- When the aircraft is in-flight, the flight crew is responsible for relaying the information to Operations Control, ground station and/or the ATC/airport authorities, as per Company Procedures.

Ground Operations & Check-In Staff

- Monitor for suspicious travel patterns or document irregularities during check-in and boarding.
- DO NOT confront traffickers or alert suspected victims/handlers during flights or in the terminal.
- Coordinate with security staff and immigration when concerns arise.

Security

- Maintain close liaison with ROP and other regulators.
- Maintain internal records of incidents and resolutions.
- Conduct periodic risk assessments to ensure mitigation of risk.

7. Training & Awareness

- Ensure mandatory training for crew, airport personnel, and other operational personnel. In addition to initial training, the topic shall be included in recurrent training.
- Education material on human trafficking is provided to all other personnel for awareness.
- Training records shall be maintained to ensure compliance and verify staff participation.

8. Compliance

Failure to comply with this policy may result in disciplinary action.

Continuous monitoring will be conducted through:

- Compliance checks - GRC
- Quality/Internal audits
- Nazaha Platform

9. Breach

Any employee or partner found to be directly or indirectly involved in human trafficking including facilitation, concealment or willful negligence will be subject to immediate disciplinary action up to and including termination of employment/Contract and will be reported to the relevant law enforcement authorities.

10. Policy Review

This policy will be reviewed and updated annually or as deemed required.



omanair.com