



Supplier Code of Conduct

1. Purpose

This Supplier Code of Conduct ("Code") sets out the minimum standards of ethical, legal, social, environmental and business conduct expected from all suppliers, contractors, vendors, consultants, agents, sub suppliers, sub-contractors and any other third parties ("Suppliers") providing goods or services to Oman Air ("Company").

2. Scope & Applicability

This Code applies to any individual or entity that registers with the Company as a vendor or supplier; submits bids, proposals, or participates in tenders or other sourcing events; receives purchase orders; delivers goods or services; or enters into a letter of award or letter of engagement, or any other legally binding arrangement with the Company.

3. Compliance with Laws & Regulations

Suppliers must comply with all applicable laws and regulations in both the country where they operate and the country where services are provided. They must also comply with aviation laws and regulations where applicable, including security, airworthiness/quality standards, labor, health and safety, environmental, anti-corruption, anti-human trafficking and data protection.

4. Business Integrity & Ethical Conduct

4.1 Anti-Bribery, Anti-Corruption & Anti-Money Laundering

Suppliers must not offer, promise, give, request, or accept bribes, kickbacks, facilitation payments or anything of monetary value to or from any employee of the company in order to improperly influence a decision or obtain an undue advantage. Suppliers must not engage in fraud or any other corrupt or unethical practices.

4.2 Conflicts of Interest

Suppliers must disclose any situation that could compromise impartial decision-making, including any personal, family, or financial relationships with employees of the Company, particularly those involved in the Procurement or Supply Chain Departments.

4.3 Accurate Records & Transparency

Suppliers must maintain accurate and auditable records related to performance, pricing, invoicing and compliance.



4.4 Fair Competition

Suppliers must compete fairly and must not engage in anti-competitive practices such as price fixing, bid rigging, or sharing of sensitive competitive information or indulge in any unfair practices.

5. Human Rights, Labor Standards and Modern Slavery

Suppliers must uphold human rights, ensure no forced labor or child labor, prohibit discrimination, prevent harassment and comply with wage and working condition laws.

6. Health, Safety & Wellbeing

Suppliers must provide a safe and healthy workplace, manage risks and comply with occupational health and safety regulations.

7. Environment & Sustainability

Suppliers must comply with environmental laws, minimize waste and pollution and pursue practices that reduce environmental impact.

8. Data Privacy, Confidentiality & Information Security

Suppliers must protect confidential information and personal data, prevent unauthorized disclosure and follow data protection regulations.

9. Monitoring, Audits & Corrective Actions

The Company may request information and/or conduct assessments, due diligence or audits to verify compliance.

10. Consequences of Non-Compliance

If a Supplier breaches this Code, the Company may undertake corrective action and/or apply contractual remedies, including suspension, disqualification from tendering, or termination (subject to contract terms).



11. Supplier Acknowledgment

Supplier written acknowledgement of this Code is required as a condition of Supplier onboarding and/or contracting. Suppliers must ensure compliance with this Code across their own supply chain for any work performed for the Company.

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Chief Executive Officer

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