

MESA

HUMAN RIGHTS POLICY

Mesa recognizes and respects the U.S. and international principles on human rights. Mesa's Human Rights policy statement reflects our commitment to conducting business responsibly. This includes the principles reflected in the Universal Declaration of Human Rights issued by the General Assembly of the United Nations. This Human Rights Policy is consistent with our broader commitment to ethical business practices embodied in our Mesa Code of Conduct. The Code serves as the cornerstone of the company's ethics and compliance program.

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Mesa condemns all forms of child labor, forced labor, or human trafficking — including slave labor, prison labor, indentured servitude, or bonded labor — in our operations or supply chain. Mesa supports laws duly enacted to prevent and punish the crime of sexual exploitation of children and will cooperate with law enforcement authorities on these matters. Mesa recognizes water as a fundamental human right.

We are committed to training the employees of Mesa to adhere to these human rights standards and continually evaluating the effectiveness of our policies internally and with stakeholders

We expect our suppliers, partners, and vendors to adhere to these same principles and respect human rights in their operations and business relationships. We expect our suppliers to have in place policies and due diligence measures to ensure adherence to these principles.

DIVERSITY STATEMENT

Mesa values diversity in our workforce. We are an equal opportunity employer committed to providing employees with a non-discriminatory work environment that promotes open and honest communication and embraces dignity, respect, and diversity in all aspects of its business operations. This includes the protection of racial and gender minority groups' human rights.

