

SOURCING POLICY

We recognize that our suppliers play a vital role in our success and we seek to establish long-term relationships with them based on mutual trust, respect, and collaboration. We expect our suppliers to share our values and adhere to the highest standards of quality, performance, integrity, and sustainability.

We require our suppliers to comply with all applicable laws and regulations in the countries and regions where they operate, as well as with the relevant policies and codes of conduct of our partners, United Airlines and DHL. We also expect our suppliers to uphold the following principles:

MESA
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Supplier Selection and Evaluation

- a. We will prioritize suppliers who demonstrate a commitment to ethical practices, such as fair trade, responsible sourcing, and environmental sustainability.
- b. Before engaging with a new supplier, we will conduct evaluations to ensure they meet our ethical standards.



Labor and Human Rights

- a. We will only work with suppliers who treat their workers fairly and provide safe working conditions.
- b. Suppliers must adhere to international labor standards, including prohibiting forced labor, child labor, and discrimination.
- c. We will encourage suppliers to pay fair wages and provide reasonable working hours.

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Environmental Sustainability

- a. We will strive to minimize our environmental impact by working with suppliers who prioritize sustainable practices, such as reducing waste, conserving energy, and using renewable materials.
- b. We will promote the use of eco-friendly products and packaging whenever possible.
- c. Suppliers will be encouraged to comply with relevant environmental regulations and obtain appropriate certifications.



Conflict Minerals

- a. We will actively avoid purchasing or using minerals that are sourced from conflict-affected regions or contribute to human rights abuses.
- b. Suppliers must provide transparent information about the origin of minerals used in their products and demonstrate responsible sourcing practices.



Supply Chain Transparency

- a. We will encourage suppliers to provide comprehensive information about their supply chains, including the origin of raw materials and subcontracting practices.
- b. We will prioritize suppliers who are transparent about their processes and demonstrate a commitment to addressing potential ethical risks.



Non-Compliance and Remediation

- a. If a supplier fails to meet our ethical standards, we will work closely with them to address the issues and provide guidance on necessary improvements.
- b. In cases of repeated non-compliance or significant ethical violations, we may terminate our relationship with the supplier.