

## SPIRIT AIRLINES HUMAN RIGHTS POLICY STATEMENT

Spirit Airlines brings people together, promotes social interaction and supports the communities we serve. Accordingly, we acknowledge and care deeply about the impact of our company's operations on human rights, both as affecting our Team Members as well as our business partners and the valued Guests we serve every day. We consider respect for human rights a fundamental part of Spirit's responsibilities as a company and important to our business sustainability.

In developing this policy statement, we look to the United Nations Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights. The promotion of human rights and management of this policy statement is the responsibility of our senior leadership team. General human rights oversight responsibilities are carried out by the Nominating and Corporate Governance Committee of our Board of Directors.

We seek to build human rights awareness among our Team Members and our Guests, and to inspire them to act in line with this policy statement. Similarly, we expect our business partners to have policies and practices concerning human rights that are consistent with our own. More information about our commitment to ethical and responsible business practices can be found in our Code of Business Conduct and Ethics ("Code"), which includes a mechanism to report known or suspected violations of the Code.

### **Principles**

- **Diversity, Equity, Inclusion, and Belonging:** We value diversity, equity, inclusion, and belonging, as well as equal employment opportunity for all applicants and Team Members. We work to maintain a positive, inclusive workplace environment. Spirit does not tolerate discrimination or harassment based on race, gender, color, religion, national or social origin, ethnicity, age, disability, sexual orientation, or any other status protected by applicable law.
- **Freedom of Association:** We respect the right of Team Members to associate freely and recognize lawful rights of Team Members to choose or not choose collective bargaining representation, without fear of reprisal, intimidation, or harassment.
- **Workplace Health and Safety:** We are committed to providing a safe and healthy workplace for all our Team Members.
- **Prevention of Human Trafficking, Forced Labor and Child Labor:** Through specific training, we build awareness among our Team Members of how to detect and prevent human trafficking and forced or child labor. We report suspected incidents to authorities and seek to cooperate fully with law enforcement.
- **Anti-Harassment:** We do not tolerate verbal or physical harassment of our Team Members or Guests. Our Team Members receive specific training to de-escalate confrontational situations when feasible. Nevertheless, incidents of harassment may

result in sanctions, up to and including denial of service or termination of employment, in addition to any applicable criminal penalties.

- **Recurring Training Protocols:** Our Team Members are required to complete annual training on several of the above subjects, including our Code.