

SAFETY COMMITTEE TERMS OF REFERENCE (MAY 2016)

These Terms of Reference have been produced to identify and formalise the roles, tasks and responsibilities of the safety committee (the 'committee') and to assist the committee in achieving best practice in safety, security and compliance oversight. The board of directors of easyJet plc is referred to as the 'board'.

1 MEMBERSHIP

- 1.1 The committee shall comprise at least three members at least two of whom shall be independent non-executive directors. In addition, the board may decide to appoint an independent safety expert to the committee. Members of the committee shall be appointed by the board, on the recommendation of the nominations committee in consultation with the committee chairman. Any other member of the board may attend all or part of the meeting with the prior approval of the committee chairman.
- 1.2 The Director of Safety and Security shall have a standing invitation to attend committee meetings. Other members of the executive management team may be invited to attend all or part of any committee meetings as and when appropriate or necessary, including the following: the CEO, the COO, Head of Safety Performance, Head of Compliance, Post Holder Flight Operations and Post Holder Engineering and any other post holders as relevant.
- 1.3 The CAA will be invited to attend meetings of the committee from time to time.
- 1.4 The board shall appoint the committee chairman. In the absence of the committee chairman and/or an appointed deputy, the remaining members present shall elect one of themselves to chair the meeting.

2 SECRETARY

The Company Secretary or his or her nominee shall act as the secretary of the committee and will ensure that the committee receives information and papers in a timely manner to enable full and proper consideration to be given to issues.

3 QUORUM

The quorum necessary for the transaction of business shall be any two members.

4 FREQUENCY OF MEETINGS

The committee shall meet at least three times a year at appropriate times in the reporting and audit cycle and otherwise as required.

5 NOTICE OF MEETINGS

- 5.1 Meetings of the committee shall be called by the secretary of the committee at the request of any of its members.
- 5.2 Unless otherwise agreed, notice of each meeting confirming the venue, time and date together with an agenda of items to be discussed, shall be forwarded to each member of the committee, any other person required to attend and all other non-executive directors, in sufficient time to allow the committee to consider the papers and for the board to follow up on any recommendations if necessary. Supporting

papers shall be sent to the committee members and to other attendees as appropriate, at the same time.

6 MINUTES OF MEETINGS

- 6.1 The secretary of the committee shall minute the proceedings and decisions of all meetings of the committee, including recording the names of those present and in attendance.
- 6.2 Draft minutes of committee meetings shall be circulated promptly to all members of the committee. Once approved, minutes should be circulated to all other members of the board unless it would be inappropriate to do so.

7 DUTIES

The committee should carry out the duties below for the parent company, major subsidiary undertakings and the group as a whole, as appropriate.

7.1 Safety:

The committee shall assess the Company's oversight of safety (including security) systems, processes, operations and resources. It would discharge this duty by

- 7.1.1 monitoring follow up on safety incidents reported to the board to ensure that they have been satisfactorily closed either by the Company and/or the relevant external parties;
- 7.1.2 receiving, examining and monitoring reports on actions taken by departments;
- 7.1.3 reviewing and monitoring implementation of the annual safety plan of the Company; and
- 7.1.4 carrying out 'deep dives' into safety and security issues as requested by the board or any member of the committee.

7.2 Safety Management:

The committee shall:

- 7.2.1 confirm approval of the appointment and removal of the Director of Safety and Security;
- 7.2.2 ensure the Safety team has adequate resources and appropriate access to information to enable it to perform its function effectively and in accordance with the relevant professional standards. The committee shall also ensure the Safety team has adequate standing and is sufficiently independent of management or other restrictions; and
- 7.2.3 meet the Director of Safety and Security at least once a year, without management being present, to discuss the Safety team's remit and any issues arising from the safety reports and compliance audits carried out. In addition, the Director of Safety and Security shall be given the right of direct access to the chairman of the board and to the committee.

8 AUTHORITY

The committee is authorised to:

- 8.1 seek any information it requires from any employee of the Company in order to perform its duties;
- 8.2 obtain, at the Company's expense, outside legal or other professional advice on any matter within its terms of reference; and
- 8.3 call any employee to be questioned at a committee meeting as and when required.