



Delta Air Lines, Inc.'s Statement Against Modern Slavery, Human Trafficking, and Sexual Exploitation

Published May 2025 (reporting for fiscal year ending December 31, 2024)

Delta Air Lines, Inc.'s (Delta) statement describes Delta's actions against modern slavery, including forced labor, child labor, human trafficking, sexual exploitation, and child pornography (generally referred to as "Modern Slavery"). This statement is available on Delta's website at [Supplier Diversity | Delta Air Lines](#) and is designed to meet Delta's reporting obligations under the Australia Modern Slavery Act 2018, the UK Modern Slavery Act of 2015, Norwegian Transparency Act, and the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act¹.

COMMITMENT TO COMBAT MODERN SLAVERY

Delta denounces all forms of Modern Slavery. Delta fully supports and respects the various modern slavery and anti-human trafficking laws, which are consistent with our core values and commitment to corporate citizenship. We take the responsibility as a global citizen seriously and are proud to be a leading force against Modern Slavery in the airline industry.

ABOUT DELTA AIR LINES

Delta is a publicly traded company, headquartered in Atlanta, Georgia, powered by over 100,000 employees. We and our alliance partners collectively serve over 120 countries and territories and over 800 destinations around the world. At the end of 2024, we offered up to 5,000 peak-day flights to more than 290 destinations on six continents. As a worldwide leader in the aviation industry, Delta provides scheduled air transportation for passengers and cargo throughout the United States and around the world. In addition, Delta's maintenance, repair, and overhaul (MRO) operation services our own fleet as well as aviation and airline customers around the world.

GUIDING DOCUMENTS

We live by our values of integrity, care, resilience, and servant leadership using the following as our primary guides:

- [The Rules of the Road](#), which sets forth our mission that "No One Better Connects the World." It outlines our core values and most important behaviors for our employees.
- [The Way We Fly](#), which outlines Delta's fundamental expectations of our employees and how we conduct business around the world.
- [Supplier Code of Conduct](#), which outlines Delta's legal and ethical expectations of our suppliers. Delta references the Supplier Code of Conduct in contracts with key suppliers, which specifically requires that suppliers:
 - not use child or forced labor;
 - comply with all applicable laws regarding child and forced labor;
 - comply with all applicable minimum wage laws and maximum hours laws;
 - maintain a workplace that is free of hostility, harassment, and discrimination;
 - not participate in human trafficking or sexual exploitation;

¹ In preparing this Statement, Delta engaged with the relevant entities it owns or controls.



- respect the right of freedom of association; and
- provide career management and training to employees where possible.

Together, these documents describe the standards of business conduct that apply to our interactions as employees, our customers, our supply chain, and other business partners around the world. These policies help ensure that we conduct business in an ethical and responsible manner, including by helping to prevent and reduce risks of Modern Slavery within Delta and our supply chain. As described further below, Delta continues to develop its supply chain due diligence program and related policies and processes.

DELTA'S SUPPLY CHAIN

Delta is firmly committed to social responsibility in all our operations, including where we depend on people outside of our organization. Delta works with thousands of partners across the globe who support our operation. Delta's procurement teams consist of five divisions: Supply Chain Management (e.g., catering, hotels, airport services, transportation, uniforms, passenger amenities, information technology, office supplies), Technical Operations (e.g., aircraft parts, engines, and systems), Fuel, Fleet, and Commercial Real Estate (e.g., airport construction, facilities, and Delta Sky Clubs).

STEPS TO COMBAT MODERN SLAVERY

In 2024, Delta continued to deliver on our commitment to combat Modern Slavery through policies, the direct and strategic support of leadership, support of legislation against Modern Slavery, vendor due diligence, employee training, customer engagement, strategic partnerships, clear expectations of our supply chain, supporting survivors, volunteer opportunities for employees, and more.

Assessing and Managing Operational Risk

Delta's primary operational risk is the misuse of the airline industry by criminals for the illegal trafficking of men, women, and children. In identifying this risk, Delta considered U.S. Department of Homeland Security and International Air Transport Association risk assessments. These assessments indicate that nearly 80% of international human trafficking journeys cross through official border control points, including airports. As a result, Delta has taken steps to fight human trafficking. Additionally, Delta continuously works to improve our program to combat Modern Slavery as well as comply with the rapidly evolving global legislation against Modern Slavery.

Delta has worked diligently to create a robust anti-human trafficking and awareness program. Delta owns or controls one smaller airline to which it has provided anti-human trafficking pilot training and procurement support. While most of the companies which Delta owns or controls do not pose a high risk of human trafficking, Delta intends to further engage with these companies regarding this program in 2025.

Delta Leadership and Global Initiatives

Delta has established a cross-divisional Anti-Human Trafficking Steering Committee, comprised of senior leaders from Airport Customer Service, Corporate Communications, Corporate Security, Flight Operations, Global Distribution, Human Resources, In-Flight Service, Legal, Marketing, and



Technical Operations. The Anti-Human Trafficking Steering Committee identifies opportunities for Delta to play a meaningful role in the fight against Modern Slavery around the globe.

Delta's #GetOnBoard campaign is a global initiative to encourage employees and customers to join the fight. Delta also partners with anti-trafficking experts at Polaris, a nonprofit dedicated to combatting human trafficking, raising awareness, and shedding light on how the airline industry can be exploited to facilitate human trafficking. Delta works closely with law enforcement through our Blue Lightning partnership. The Blue Lightning Initiative is part of the U.S. Department of Homeland Security Blue Campaign to train aviation personnel in identifying potential traffickers and human trafficking victims and to report their suspicions to federal law enforcement.

As part of Delta's commitment to raise awareness among employees, suppliers, and customers, Delta has signed the International Code of Conduct outlined by Protecting All Children from Trafficking. As the first global airline to sign the International Code of Conduct, Delta is proud to have pioneered the way for other airlines and businesses to join the fight against sexual exploitation. Delta was a founding member of the Global Business Coalition Against Human Trafficking in 2012.

In addition, Delta is a member of Transportation Leaders against Human Trafficking (TLAHT), a U.S. Department of Transportation initiative designed to maximize the transportation industry's collective impact on human trafficking.

Employee Expectations, Training, and Reporting

Delta requires that employees refuse to take part in activities that cause or further Modern Slavery. Delta prohibits the use of company facilities, resources, equipment, or travel privileges for activities that support Modern Slavery. This includes any use of company computers, networks, phones, or other equipment for viewing, storage, distribution, promotion, or other use that fosters Modern Slavery. Employees who participate in Modern Slavery will be subject to termination from employment. Delta requires that employees report to managers, supervisors, or local authorities, as appropriate, any passenger or employee believed to be engaged in Modern Slavery.

Delta offers internal resources and training to approximately 120,000 employees and contractors on our policies related to human trafficking as well as how to report suspicions of human trafficking. Additionally, with regular cadence dictated by training regulations, Delta provides specific training, Fighting Human Trafficking, to our more than 45,000 flight crew members and gate agents on the procedures to be followed if witnessing suspected indicators of trafficking either in flight, in the airport, or at home. The training was developed in partnership with Polaris specifically for airline employees. It teaches Delta employees and contractors how to respond through data-based examples of trafficking in transportation scenarios. While pilots, flight attendants, and agents are required to complete this training, employees in other Delta divisions voluntarily take the training.

Delta provides ad hoc internal training to assist employees and operational divisions in identifying human trafficking indicators and guidance on how to address suspicions of human trafficking while completing their job functions. Delta directs employees to immediately report any suspicious activity through multiple internal reporting tools. Each reporting tool is monitored by trained employees to follow procedures and to provide assistance through Delta's partnership with Blue Lightning. By tracking the volume of reports of suspected human trafficking activity, Delta can assess modern slavery risks over time.



Supporting Survivors

Delta recognizes the importance of not only stopping Modern Slavery but also assisting the survivors of these crimes. Delta tackles this initiative in several ways.

- Delta encourages employees to get involved through volunteer opportunities with organizations such as Freedom United, WellSpring Living, and Street Grace, allowing Delta people to engage in the community and support women's shelters and other organizations that serve human trafficking survivors.
- In addition, customers can support the survivors by donating miles to Polaris through the Delta SkyWish Program. Donations from the extended Delta family provide critical care to victims and survivors, returning them to a place of safety and reuniting them with families. We've donated over 15 million miles to Polaris to provide over 326 flights to help reunite trafficking survivors with family and to provide essential resources for their overall well-being and safety.
- Delta also hosts an apprenticeship program for survivors through Wellspring Living, an anti-trafficking residential program to support rehabilitation and create career opportunities.

Assessing and Managing Supply Chain Risk

Delta is firmly committed to social responsibility in all our operations, including where we depend on people outside of our organization. Delta sources a wide variety of products from third parties all over the world - from blankets and coffee to aircraft engines and tires. Delta recognizes that no industry is entirely free of Modern Slavery risks and that these risks are heightened for some suppliers, products, and source regions (e.g. goods and source countries identified on the US Department of Labor *List of Goods Produced by Child Labor or Forced Labor*). Assessment of these risks forms part of Delta's engagement strategy with suppliers (described below). Delta will further engage with the entities it owns or controls in 2025 regarding their steps to address Modern Slavery in their respective operations and supply chains.

Delta's procurement professionals follow internal standards for sourcing, procurement, and selection of our suppliers and business partners. Through our Supplier Code of Conduct, we require our suppliers to comply with operational human rights requirements, including the use of mechanisms for monitoring, reporting, and correcting identified issues.

Our strategic sourcing process defines how we work with suppliers and helps us to combat potential adverse impacts of our global supply chain. This process includes embedding standardized sustainability criteria on the front end of our sourcing processes and a due diligence process to screen and monitor business critical and high-risk suppliers for potential sustainability risk factors, including any Modern Slavery indicators. Delta uses external risk intelligence scoring to assign risk levels to these suppliers and monitors accordingly. In 2024, we added a vendor risk dashboard to our strategic sourcing process. The vendor dashboard aggregates data from multiple third-party risk vendors to support our processes for evaluating and measuring risk for these suppliers, including Modern Slavery risks. Dashboard findings and scoring are shared with Delta sourcing managers to ensure vendors are performing optimally.

Additionally, Delta continues to integrate sustainability into our business strategy by partnering with a third-party risk vendor to enhance transparency across Delta's supply chain and ensure alignment of values when we engage suppliers. This vendor evaluates suppliers in Delta's global supply chain against labor and human rights criteria, including forced labor and child labor, allowing Delta to measure the impact of our supply chain, identify deficiencies, and implement



corrective actions where needed, as well as to spot and encourage positive practices that support our sustainability goals.

A core focus for Delta is furthering transparency and accountability in our global supply chain. Delta is focused on further developing our due diligence processes to better enable risk identification, mitigation, and remediation (if needed) within our supply chain, as well as refining our processes for evaluating the effectiveness of our program. Delta measures due diligence effectiveness by regularly reviewing our policies and procedures and tracking performance indicators of suppliers through external third-party risk vendors. As Delta is still developing processes for assessing Modern Slavery risks in its supply chains, Delta has not yet taken any remediation measures (including measures to remediate loss of income resulting from measures to address Modern Slavery) other than the above-described support Delta provides to human trafficking survivors.

Other Steps Taken to Prevent Modern Slavery

- In January 2024, in honor of Anti-Human Trafficking Awareness month, Delta hosted a fireside chat with partner Street Grace to increase awareness and educate employees.
- In February 2024, Delta participated in the SkyTeam Future's and Manager's meetings to raise awareness of human trafficking among alliance members.
- In 2024, Delta hosted the Georgia Council for International Visitors, including United Arab Emirates and Moroccan Delegations, discussing the anti-human trafficking initiative, #GetOnBoard.
- In 2024, Delta supported the Protect Georgia Initiative by participating in a panel discussion, The Fight Against Human Trafficking.
- Delta provides a host of awareness announcements, movies, and videos onboard Delta aircraft to help educate customers about Modern Slavery in the U.S. and around the world, including Ghost Fleet (2023), Sex trafficking in America (2023/2024) and Invisible Hands Child Labor (2023).
- In 2023, Delta was presented with the Georgia Corporate Leadership Award by the Georgia Criminal Justice Coordinating Council, the Polaris Star Award by the United Abolitionists, and the Corporate Citizen Award by Global Strategic Operatives and O'Connell House for our anti-human trafficking work.
- Over the past few years, Delta has lobbied for anti-trafficking bills that protect survivors locally and nationally (e.g., GA House Bill 234: Anti-Human Trafficking Protective Response Act and petition government for better laws to support survivors).
- Delta hosts regular fly-ins to Washington D.C. to connect with Congress and lobby for legislation that supports survivors.
- In furtherance of Delta's efforts to raise awareness and provide support to potential victims, Delta has signage in airports across the United States to raise awareness for human trafficking. The signs help teach the public about indicators of trafficking and highlight the National Human Trafficking Hotline number: 1-888-373-7888.
- Delta has a website page dedicated to the fight against Modern Slavery, which includes the National Human Trafficking Hotline number.
- During the last four years, Delta employees attended the Georgia State Advocacy Day Against Human Trafficking to rally for legislation supporting survivors and prosecution of traffickers and buyers.
- Delta partnered with 2myPlace and the Alpharetta Rotary club to sponsor the Innovative Technology Zone, as well as members of the Interact Club from Innovation Academy at the 2022 Rotary International Convention. The Interact Club members used Games for Good to



create games on digital platforms to engage students in teaching and raising Modern Slavery awareness.

- In 2021, Delta and Wellspring Living painted a new mural at Delta's headquarters to raise Modern Slavery awareness. The mural is now prominently displayed on a wall at Delta's In-Flight Training Center.
- In advance of the 2019 Super Bowl, Delta participated in initiatives with the City of Atlanta to educate the thousands of individuals in the city on the signs of human trafficking. Conversations and work continue with the city and other Atlanta-based companies to ensure the safety of those potentially trafficked in Atlanta during high profile events as well as to educate individuals who work or travel to Atlanta for business.
- Delta continues to raise awareness among the broader corporate community and has invited our SkyTeam partners to get onboard. We also engage leaders at our hub airports across the United States.
- Since 2018, Delta has worked with the Atlanta International School (AIS) in conjunction with a student-led day every March to bring awareness and education to the fight against human trafficking.
- In 2021, Delta participated in a virtual panel discussion, Aviation Combats Trafficking in Persons, in recognition of the United Nations International Civil Aviation Day, to share best practices for combating the use of global civil aviation in human trafficking.

ATTESTATION

This statement was approved by the Board of Directors of Delta Air Lines, Inc. on April 24, 2025 and has been signed by the undersigned Chair of the Board of Directors.

I, in the capacity as Chair of the Board of Directors attest that I have reviewed and approve the information contained herein on behalf of the Board of Directors for Delta Air Lines, Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information is true, accurate and complete in all material respects for the reporting year listed above.

Signature:

A handwritten signature in black ink, appearing to read 'David S. Taylor', written over a horizontal line.

Name: David S. Taylor

Title: Chair of the Board of Directors

April 24, 2025

Date: