

This statement on **Modern Slavery 2023/2024** is made pursuant to Modern Slavery Act 2018 (Cth) (Australia)



Introduction

This Modern Slavery Statement (**Statement**) is made on behalf of Emirates (ABN 81 073 569 696) (**Emirates**) pursuant to the *Modern Slavery Act 2018* (Cth) (Australia). This Statement is made in relation to the financial year ending 31 March 2024. References to Emirates and the terms 'we' and 'our' are used in this Statement to refer to Emirates (ABN 81 073 569 696).

Modern Slavery includes trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services (**Modern Slavery**). Modern Slavery is a global issue, a criminal activity, a gross violation of fundamental human rights and a growing concern. Recognising that every area of business has the potential to be impacted by this issue, the Emirates Group¹ has implemented a policy for the prevention, detection, and reporting of Modern Slavery in all aspects of its business and supply chains. As a global organisation, the Group takes our moral and ethical obligation to combat Modern Slavery very seriously.

Emirates is committed to preventing acts of Modern Slavery from occurring within its own business or in any of its supply chains and expects the same high standards from all its contractors, suppliers, and other business partners.

Organizational Structure, Operations and Supply Chains

We form part of the Emirates Group whose head office is in Dubai in the United Arab Emirates. The Emirates Group is an international organisation with business interests in aviation, air services, education, retail, travel, and hospitality, employing people from more than 160 countries across our business units and associated firms. You can learn more about the Emirates Group on our website.

Emirates is one of the world's largest international airlines, connecting millions of passengers each year across six continents. Operating a young and modern aircraft fleet, it is widely recognised for its high-quality innovative products and services.

Key operations and supply chains, including where the highest risk of Modern Slavery could present itself, are described below (but not limited to):

- Commercial Flights – there is a risk that airlines could be used to transport vulnerable victims that are being exploited for human trafficking.
- Goods and Services – we source goods and services from multiple industries (including but not limited to) technology and textile production. Depending on the jurisdiction of origin, these products could present a high risk of being manufactured via forced labour.
- People – we are a global recruiter of full-time and contracted manpower which could present a risk of exposure to hidden labour exploitation, including debt bondage via third parties including recruitment agents.

Actions Taken to Combat Slavery Risks

Emirates assesses and manages the above potential risks by applying high standards of review and assessment in relation to high-risk areas within Emirates' business operations. We are committed to monitoring for and avoiding Modern Slavery in all environments in which Emirates operates in, including developing and implementing those policies, processes and actions discussed below.

Our Policies on Combatting Slavery

We are committed to acting ethically and with integrity in all our business relationships. We are proud to adhere to the Emirates Group's Anti-Slavery and Human Trafficking Policy which advocates a zero-tolerance approach to Modern Slavery. A copy of the Group's Anti-Slavery and Human Trafficking Policy can be found on our website.

Emirates expects our suppliers, subcontractors, and consultants to respect and adhere to our values and ethical standards of conduct. The Emirates Group's Supplier Code of Conduct provides Emirates' expectations and governing principles including those related to Modern Slavery. Suppliers we engage with are expected to accept and adhere to our Supplier Code of Conduct. A copy of the Emirates Group's Supplier Code of Conduct can be accessed via our website.

This past financial year Emirates has continued to improve our understanding of Modern Slavery risks in our business. By way of example, we engaged with stakeholders to understand how we could improve procedures to detect, and report suspected human trafficking cases. We developed a working group to update the Airport Services Passenger Services Manual to include standard operating procedures relating to human trafficking detection and reporting at airport check in. We also reviewed internal monitoring mechanisms to be able to better support authorities in Dubai and across our network. The updated procedures will be implemented during FY24/25 on a group-wide basis.

¹ Emirates Group means dnata, dnata world travel and Emirates, together with their subsidiaries.

Due Diligence Processes for Combatting Slavery

We recognise that we cannot unilaterally solve the problem of Modern Slavery and achieving change in our supply chain takes time. However, to aid our efforts, we have processes in place to assess risk, undertake due diligence and effect remediation. Our due diligence processes are supported by our whistle-blower protection policy which encourages 'speaking out' against illegal and unsafe practices.

We foster strong, ethical partnerships across our supply chain, built on a foundation of mutual respect for labour rights which enhance the overall well-being and development of the communities that we serve.

We are aware of the risks and challenges inherent within our supply chain, including labour rights violations and unfair business practices. In response to these challenges, we have a robust supply chain strategy and evaluation process that ensures appropriate management of these risks are embedded in our procurement processes and Supplier Code of Conduct.

Where there is a known heightened risk of Modern Slavery, we consider appropriate measures to mitigate the risk and take remedial action as deemed appropriate (including termination of suppliers).

Training & Awareness

Our people play a key role in mitigating the risk of Modern Slavery within our operations and supply chain. In FY23/24, we continued to refine and expand our training and awareness approach to combat Modern Slavery risk.

Global Awareness Campaigns

To spread awareness among the travelling public, Emirates has supported the 'It's a Penalty' campaign since 2020 by showing their films on our inflight entertainment system. 'It's a Penalty' is a charity that works to prevent human trafficking, exploitation, and abuse; leveraging the heightened attention around major sporting events and icons to raise awareness about victims of human trafficking. The short films aired on our inflight entertainment system aim to educate passengers and empower them to report their suspicions if they spot a potential victim during their travel.

Training

Emirates has developed e-learning courses and awareness training with practical examples and specific indicators to help staff recognize signs of human trafficking. The subject of human trafficking has also been included in the annual licensing training for cabin crew and, consequently, Emirates has seen an increase in staff reporting suspicions of human trafficking. In addition, Emirates conducts periodic webinars to enhance human trafficking awareness for flight crew, cabin crew and airport customer-facing staff, aimed at sharing best practices and case studies, to build on existing knowledge.

To further enhance our knowledge on this global issue, the National Committee to Combat Human Trafficking of Dubai Police, and the Dubai Judicial Institute have provided specialised diploma level courses to Group Security staff.

In addition to training, employees have access to online resources highlighting Modern Slavery risks including videos, case studies, checklists, and other industry specific material.

Collaboration and Stakeholder Engagement

Through our security department, we work with government agencies and organisations including the International Civil Aviation Organisation (ICAO), International Air Transport Association (IATA), and United Nations Office on Drug and Crimes (UNODC) on efforts to improve awareness of human trafficking and co-operate on effective response strategies within the air transport industry. Emirates is proud to participate in an ICAO Ad Hoc Working Group on combatting trafficking in the supply chain (AHWG-TSP). The AHWG undertakes, in collaboration with other ICAO expert groups, specific studies and subsequently develops guidance material to enable countries, and air operators under their purview, to prevent exploitation in the air operator's supply chain, by taking clear steps to ensure that slavery and trafficking in persons are not taking place in the business (or in any supply chain).

Emirates actively seeks opportunities to engage with stakeholders in raising awareness on this Modern Slavery. In FY23/24, we:

- participated in national workshops on the Detection of Potential Trafficking in Persons Cases at Air Border held by the United Nations Office on Drugs and Crime (UNODC), which aimed to raise awareness about human trafficking and build capacity among aviation stakeholders to effectively address this crime.
- presented at a workshop held by Kenya Airways, facilitated by UNODC, and other Kenyan anti-human trafficking organisations including the Transnational Organized Crimes Unit (TOCU), Awareness Against Human Trafficking (HAART) Kenya, and Survivors of Human Trafficking. During the workshop, Emirates shared information on how the airline has implemented its policy on Anti-Slavery and Human Trafficking.
- attended an anti-human trafficking session at the Dubai Police summit held from 5th – 7th March 2024.

Emirates is a signatory to the United Nations Global Compact, which is the world's largest corporate sustainability initiative. As part of this commitment, we are required to respect, uphold, and promote adherence to fundamental and universally accepted labour rights across our own operations and value chains.

Effectiveness in Combatting Slavery

We understand the importance of assessing the effectiveness of the actions we are taking to address potential Modern Slavery risks. We are still developing and evolving our approach, however, we consider key components of an effective response to include (but not be limited to):

- Regularly monitor completion rates for Modern Slavery awareness training and identify any gaps or areas where improvement is needed.
- Collaborating with key stakeholders including Human Resources, Procurement and Logistics and operational departments to review existing processes and procedures and to identify areas for improvement.
- Collaborating with authorities across our network to timely and effectively report on potential cases of human trafficking.

Further Steps to Prevent Modern Slavery

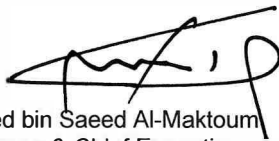
Emirates is committed to continuous improvement to address the challenging and complex issue that is Modern Slavery.

Following our review of the effectiveness of the steps we have taken during FY23-24 to combat Modern Slavery in our business or supply chains, we intend to continue to build upon our existing policies and procedures to strengthen and reinforce our commitment to addressing these risks within our business.

In 2024, Emirates will be supporting another 'It's a Penalty' campaign video to raise awareness on the global issue of Modern Slavery.

This Statement has been approved and signed by Ahmed bin Saeed Al Maktoum in his capacity as the Chairman and principal governing body of Emirates.

Signed,



Ahmed bin Saeed Al-Maktoum
Chairman & Chief Executive
Emirates Airline
