



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

Published May 2026 (reporting for fiscal year ending December 31, 2025)

Delta Air Lines, Inc.'s statement, including the entities it owns and controls, (Delta) 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") and reflects our commitment to fostering human rights and supporting the communities where we live, work, and serve. 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 of 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.

DELTA'S COMMITMENT TO COMBAT MODERN SLAVERY

Delta denounces all forms of Modern Slavery and is committed to promoting and ensuring a safe work environment for employees and suppliers' employees. 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 seriously our responsibility as a global citizen 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 listed on the New York Stock Exchange under the symbol DAL, 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. As a worldwide leader in the aviation industry, Delta provides scheduled air transportation for passengers and cargo throughout the United States (U.S.) 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. Delta owns and controls entities located in the U.S. that provide a range of aviation products and services, including regional passenger carrying, vacation planning services, engineering and development on aircraft interiors, pilot training, and the purchase and sale of surplus aircraft parts.

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, including our commitment to fostering human rights and supporting the communities we live in.
- [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;

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



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

For key suppliers who agree to Delta's Supplier Code of Conduct, Delta may inspect their facilities to ensure compliance. If a supplier fails to follow Delta's standards, Delta has the right to terminate the contract or pursue other remedies. Suppliers are required to report promptly to Delta any violations of Delta's standards.

Together, these documents describe the standards of business conduct that apply to our interactions with our employees, our customers, our supply chain, and other business partners around the world. These policies, which are informed by international standards, 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. While Delta's operations are global, the majority of its key direct suppliers are located in the United States and Europe. Delta's procurement teams consist of five divisions: Supply Chain Management (catering, hotels, airport services, transportation, uniforms, passenger amenities, information technology, office supplies), Technical Operations (aircraft parts, engines, and systems), Fuel, Fleet, and Corporate Real Estate (airport construction, facilities, airport leases, and Delta Sky Clubs). In 2025, Delta's Supply Chain Management carried out a supply chain mapping exercise focused on vendor criticality based on inherent supply chain risk, including strategic importance, operational impact, and brand risk. This mapping exercise informs the ongoing development of Delta's due diligence processes.

The Supplier Code of Conduct is reviewed periodically to ensure ongoing alignment with legal requirements, industry standards, and evolving environmental, social, and governance expectations. As part of this process, Delta engages relevant internal stakeholders for feedback to evaluate effectiveness, identify emerging risks, and incorporate best practices.

STEPS TO COMBAT MODERN SLAVERY

In 2025, 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, and volunteer opportunities for employees.

Assessing and Managing Operational Risk

Delta's primary Modern Slavery-related operational risk is the misuse of the airline industry by criminals for the illegal trafficking of men, women, and children. In identifying and assessing this



risk, Delta considers U.S. Department of Homeland Security and International Air Transport Association risk assessments. The International Organization for Migration, the leading United Nations organization in the field of migration, continues to report that nearly 80% of international human trafficking journeys cross through official border control points, including airports. As a result, Delta continues to take steps to fight human trafficking. Additionally, Delta continuously works to improve our program to combat Modern Slavery as well as comply with 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 regional airline to which Delta has provided anti-human trafficking pilot training and procurement support. While most of Delta's controlled entities do not pose a high risk of human trafficking, Delta intends to further engage these companies regarding this program in the future.

Within Delta's own operations, Delta invests heavily in safety initiatives, described in our annual Delta Difference Report, to enhance our safety culture and to prevent safety-related incidents, including employee injuries and illnesses. Delta's safety expectations also extend to Delta's suppliers.

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 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 regularly engages with U.S. Department of Transportation (DOT) and other federal agencies in exploring and sharing best practices by speaking on anti-human trafficking panels, and Delta is a member of Transportation Leaders against Human Trafficking (TLAHT), a DOT 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 100,000 employees and relevant 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 46,000 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 offers multiple internal reporting tools for employees to immediately report any suspicious activity. 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.
- Customers can support the survivors by donating miles to the National Human Trafficking Hotline 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 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 and the entities it owns or controls source 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 (i.e., 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 continues to engage with the entities it owns or controls regarding their steps to address Modern Slavery in their respective operations and supply chains as Delta develops its due diligence program.

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. In 2025, we enhanced our third-party risk management capabilities through expanded ESG assessments and continuous monitoring. We enhanced systematic evaluation of ESG practices across our critical vendor base and performed continuous supply chain monitoring. Delta monitors nearly all its spend for risk intelligence and reported ESG violations.

This process includes embedding standardized sustainability criteria at 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 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 and other forms of Modern Slavery.



Other Steps Taken to Prevent Modern Slavery

- In January 2026, Delta marked Anti-Human Trafficking Awareness Month by hosting a global employee Town Hall with experts from Department of Homeland Security, law enforcement, youth court support, and individuals with lived experience. The event included a message from Georgia's First Lady. Through Delta's partner, Protect All Children from Trafficking (PACT), employees were invited to participate in the Red Sand Project, filling cracks of sidewalks with red sand to increase public awareness to the depths of human trafficking and Modern Slavery.
- In January 2026, Delta announced the creation of an Anti-Human Trafficking (AHT) Advocate Committee, a dedicated group of employees committed to raising awareness, supporting education efforts, and advancing the company's role in combating human trafficking.
- On June 1, 2025, in Delhi, India, SkyTeam became the only global airline alliance to sign a joint statement committing to the fight against human trafficking. This commitment reinforces SkyTeam's shared responsibility to raise awareness and take action across the aviation industry.
- From 2023 through 2026, Delta has provided a range of onboard awareness announcements, films, and videos to help educate customers about Modern Slavery in the U.S. and around the world. These efforts have included titles such as Ghost Fleet, Sex Trafficking in America, A Way Out, and Invisible Hands: Child Labor, reinforcing Delta's ongoing commitment to raising awareness and promoting informed action.
- In 2023, the Georgia Criminal Justice Coordinating Council presented Delta with the Georgia Corporate Leadership Award, 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., H.R. 4323, the Trafficking Survivors Relief Act which was signed into law in 2026).
- Delta hosts annual fly-ins to Washington D.C. to connect with the U.S. Congress and lobbies for legislation that supports survivors.
- In furtherance of Delta's efforts to raise awareness and provide support to potential victims, Delta posts signage in airports across the U.S. 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.
- During the last five 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 continues to raise awareness among the broader corporate community and engages leaders at our hub airports across the U.S.
- From 2018 through 2025, Delta has partnered with the Atlanta International School (AIS) on a student-led initiative held each March to raise awareness and educate others about human trafficking.

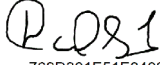


ATTESTATION

This statement was approved by the Board of Directors of Delta Air Lines, Inc. on April 23, 2026 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.

Signed by:


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Signature

David S. Taylor
Name

Chair of the Board of Directors
Title

I have the authority to bind Delta Air Lines, Inc.

May 4, 2026
Date