



## **SIA Group Joint Modern Slavery Statement 2019/2020**

This statement is made under the *Australian Modern Slavery Act 2018* (Cth) and the *UK Modern Slavery Act 2015* (UK) (“**Statement**”) and sets out the actions taken by Singapore Airlines Limited (“**SIA**”), SilkAir (Singapore) Private Limited (“**SilkAir**”) and Scoot Tigerair Pte Ltd (“**Scoot**”) to address modern slavery risks in our supply chains over the financial year ending 31 March 2020 (“**Financial Year 19/20**”).

In this Statement, unless expressly mentioned otherwise, references to the "SIA Group", "we", "us" and "our" refer to SIA as well as the operating entities owned or controlled by SIA, including SilkAir and Scoot. This Statement does not cover our non-controlled nor non-operated joint venture operations.

SIA makes this single joint Statement to cover SIA, SilkAir and Scoot which are reporting entities for the purposes of the *Australian Modern Slavery Act 2018* (Cth). This Statement was prepared by SIA in consultation with SilkAir and Scoot and involved discussions between the relevant stakeholders, including the Legal, Procurement, Sustainability as well as Risk Management teams on the adoption of the policies and procedures described in this Statement. SIA has also taken steps to engage SilkAir and Scoot (as well as the other entities in the SIA Group) through discussions on the modern slavery risks in our business, operations and supply chains so that they can be identified, assessed and addressed.

### **Our structure, operations and supply chains**

#### *About SIA Group*

SIA is a public company incorporated in Singapore and listed on the Singapore Exchange (SGX). SilkAir and Scoot are private limited companies incorporated in Singapore and are wholly owned subsidiaries of SIA.<sup>1</sup> As of 31 March 2020, the SIA Group comprises a total of approximately 28,000 employees. Further details can be found in the SIA Sustainability Report for the Financial Year 19/20 (“**Sustainability Report**”), available on SIA’s [website](#).

For the purposes of this Statement, the operating entities owned or controlled by SIA for the Financial Year 19/20 are as follows:

1. SIA Engineering Company Ltd and its operating subsidiaries;<sup>2</sup>
2. Cargo Community Network Pte Ltd and its operating subsidiary, Cargo Community (Shanghai) Co. Ltd.;
3. Encounters Pte. Ltd.;
4. Singapore Aviation and General Insurance Company (Pte) Ltd;

<sup>1</sup> Singapore Airlines Limited (ABN 52 001 056 195), SilkAir (Singapore) Private Limited (ABN 68 154 965 232) and Scoot Tigerair Pte Ltd (ABN 69 119 900 757) are registered as foreign companies with the Australian Securities & Investments Commission.

<sup>2</sup> As of 23 December 2020, the operating subsidiaries of SIA Engineering Company Ltd are SIA Engineering (USA), Inc, SIA Engineering Japan Corporation, Singapore Aero Support Services Pte. Ltd., Heavy Maintenance Singapore Services Pte. Ltd., SIA Engineering (Philippines) Corporation, Additive Flight Solutions Pte Ltd, and Aerospace Component Engineering Services Pte Ltd.





5. Singapore Flying College Pte Ltd;
6. Tradewinds Tours & Travel Private Limited; and
7. KrisShop Pte. Ltd.

There are other inactive or investment holding entities which are owned or controlled by SIA but they do not present any risks of modern slavery due to their nature. There are no entities controlled by SilkAir and Scoot for the Financial Year 19/20.

#### *Our operations and supply chains*

The headquarters of SIA, SilkAir and Scoot are in Singapore. As of 31 March 2020, we provide air transportation services for passengers and cargo across 141 destinations, including Australia, the United States of America and the United Kingdom, as well as engineering services, training of pilots, air charters, tour wholesaling and travel-related retail operations. Details regarding our operations as well as route network can be found in the SIA Annual Report for the Financial Year 19/20 (available on SIA's [website](#)) and the Sustainability Report.

In the Financial Year 19/20, we engaged directly with more than 12,500 suppliers worldwide, with our largest category of expenditure for supplier services being for aircraft fleet and engines, aviation fuel, aviation maintenance and materials, ground handling and in-flight catering.

### **Assessment and Mitigation of Risks of Modern Slavery Practices and Human Trafficking in our operations and supply chains**

#### *Risks of Modern Slavery Practices and Human Trafficking*

As the SIA Group operates as well as procures products and services from suppliers in various locations, there may be exposure to potential risks of modern slavery practices, particularly in countries which have been assessed to be more vulnerable to modern slavery risks.<sup>3</sup> In this respect, we recognise that such risks may arise due to the local, political as well as socio-economic conditions within these countries.

In addition, we note that the procurement of products and services by the SIA Group from certain sectors and industries may present an increased risk of modern slavery. This would include industries which rely heavily on low-skilled labour (for example, cleaning services), as well as industries which are highly competitive, with low barriers to entry (for example, the production of textiles and garments).<sup>4</sup>

Human trafficking is an area of concern in the transport industry generally, and the airline industry is not free from such risk. We recognise that there is a risk that the services provided by an international airline could be used by human traffickers.

#### *Policies & procedures*

<sup>3</sup> See Table 14 "Vulnerability to modern slavery by dimension for 167 countries" at pages 156 to 159 of the Global Slavery Index 2018.

<sup>4</sup> See "Sector Specific Risk Sectors" in *Strengthening Protections Against Trafficking in Persons in Federal and Corporate Supply Chains: Research on Risk in 43 Commodities Worldwide* by Verite (2017).





In recognition of such risks, we have in place an anti-modern slavery and human trafficking [statement](#) that details our approach to prevent any form of modern slavery including human trafficking from taking place in our operations and supply chains, as well as our ongoing commitment in the fight to eliminate modern slavery and human trafficking.

In line with the Australian *Modern Slavery Act 2018* (Cth) and the UK *Modern Slavery Act 2015* (UK), SIA has adopted a number of policies and procedures to assess and address risks of modern slavery, as outlined below. These processes and procedures are designed to be applied across the SIA Group.

- A Supplier Code of Conduct, publicly available on SIA's [website](#), has been implemented to ensure that suppliers are dedicated to managing social, ethical and environmental issues in a responsible manner and consistent with our values. Relevant direct suppliers are encouraged to comply with the Supplier Code of Conduct, with those found to be in breach of the Supplier Code of Conduct at risk of having their supplier contracts terminated.
- A whistleblowing policy has been implemented for employees to voice any concerns about any part of the SIA Group, and is publicly available on SIA's [website](#).
- Our risk management framework is publicly available on SIA's [website](#) and details the method by which we conduct our risk management in order to protect and enhance the value of the organisation in the interest of shareholders and stakeholders of the SIA Group. SIA has also prepared a manual on Third Party Risk Management to guide business units within the SIA Group in ensuring supplier risks are appropriately managed during the selection of the suppliers and during the term of the contract / appointment. This may include conducting due diligence and supplier audits on their operations (either by us or by representatives appointed by the SIA Group) to identify the relevant risks (including modern slavery risks) so that the appropriate remedial measures can be taken.

### *Human Trafficking*

We understand the importance of investing time in training our staff so they can report any suspicious behaviour. Our cabin crew undergo training to understand what human trafficking entails and to look out for indicators of potential victims of human trafficking.

SIA is a member of the International Air Transport Association (“**IATA**”) which recognises the important role that the airline industry has to play in preventing human trafficking. As a member of IATA, SIA supported the “Resolution Against Trafficking in Persons” that was passed at the 74<sup>th</sup> IATA Annual General Meeting in June 2018 which denounced human trafficking and reaffirmed airlines' commitment to the sharing of best practices, staff training and reporting, all of which are fundamental actions in the fight against human trafficking.





We also work with governments, national law enforcement agencies and airports in the countries and territories where we operate to ensure that all suspected human trafficking on our flights is reported and dealt with appropriately.

#### *Remediation processes*

We did not identify nor were we notified of any modern slavery practices in our operations or within our supply chains during the Financial Year 19/20. In the event that we become aware of any modern slavery practices in our operations or supply chains, we will expeditiously take all relevant steps which may include, in respect of a supplier, terminating our contract with such supplier (for their breach of our Supplier Code of Conduct).

#### **How we assess the effectiveness of the actions we take to address the risks of Modern Slavery**

We are committed to maintaining and improving systems and processes in order to eliminate all forms of modern slavery within our operations and supply chain. We have Risk & Compliance Management Committees at company and group levels which conduct reviews of risks (including modern slavery risks) to ensure that key risks are identified, managed and escalated to the SIA Board Safety and Risk Committee, to exercise oversight. The Risk & Compliance Management Committees are also responsible for reviewing, evaluating and assessing the actions we take to address modern slavery risks, as and when they arise.

We will continue to review our policies and processes to ensure that we assess the effectiveness of those policies and processes so they can be enhanced over time.

This statement was approved by the Board of Singapore Airlines Limited on behalf of the SIA Group.

Signed,

A handwritten signature in black ink, appearing to read 'Goh Choon Phong'.

**Goh Choon Phong**  
Director, Singapore Airlines Limited

