

This statement on

Modern Slavery 2022/2023

is made pursuant to the Modern Slavery Act 2018 (Cth) (Act)



Introduction

This Modern Slavery Statement (**Statement**) is made on behalf of Emirates, with registered branch office in Australia under ABN 81 073 569 696 (**Emirates**) pursuant to the *Modern Slavery Act 2018 (Cth) (Act)*. This Statement is made in relation to the financial year ending 31 March 2023, and we have consulted the relevant companies we own or control in the development of this Statement. References to Emirates and the terms 'we' and 'our' are used in this Statement to refer to Emirates.

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 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 group consisting of Emirates, dnata, dnata World Travel and together with their subsidiaries (**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 & 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. 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 Emirates Group's Supplier Code of Conduct can be accessed via our website.

¹ 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. 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 are part of a group that is continuously evolving and improving. As part of this journey, practices and procedures will be adapted over time as their effectiveness is periodically reviewed. Our current due diligence practices consist of getting to know our suppliers through our supplier onboarding procedures, identifying suppliers where there is a known heightened risk of Modern Slavery and considering 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 risk of Modern Slavery within our operations and supply chain. We have rolled out a number of training and awareness initiatives to support our Modern Slavery risk mitigation efforts.

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 'awareness building' courses with practical examples and specific indicators to help 32,000 staff (as of December 2022) including cabin crew, ground staff, and flight deck crew recognize signs of human trafficking. The subject of human trafficking has also been included in the annual licensing training for Emirates aircrew and consequently, Emirates has seen an increase in staff reporting suspicions of human trafficking. In addition, Emirates conducts periodic webinars for aircrew and airport customer-facing staff, aimed at sharing best practices and case studies, to build on existing knowledge.

Emirates has also developed training on the prevention of human trafficking, which is accessible to employees who are customer facing and/or based at airports. In FY22/23, Emirates conducted awareness sessions with internal procurement teams to highlight Modern Slavery risks in our supply chain. 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).

The United Nations Office on Drugs and Crime (UNODC) is helping to make the world safer from drugs, fight crime, and prevent terrorism. In February 2023, together with the UNODC, Emirates participated in a National Workshop on the Detection of Potential Trafficking in Persons Cases at Air Borders. The workshop took place in Northern Africa and aimed to raise awareness about human trafficking and build capacity among aviation stakeholders to effectively address this crime.

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.

Emirates remains a founding member of the World Travel & Tourism Council (WTTC) Taskforce to help prevent and combat human trafficking. The taskforce is an industry-wide initiative to assert zero tolerance and share best practice, and comprises fellow WTTC members across hotels, retail, airlines, cruise, technology, finance, and destination management who are similarly committed to preventing and combatting human trafficking. It has a number of objectives including the promotion of industry and consumer awareness of human trafficking and training of employees and travellers on how to identify and report suspected cases.

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.

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 FY22-23 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 2023 Emirates will be supporting another 'It's a Penalty' campaign video to raise awareness of the need to safeguard children from abuse and exploitation.

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

Date: 20 DECEMBER 2023
