

This Statement has been published in accordance with the UK ‘**Modern Slavery Act 2015**’, the Australian ‘**Modern Slavery Act 2018 (Cth)**’ and the Canadian ‘**Fighting Against Forced Labour and Child Labour in Supply Chains Act**’ (2023). It sets out the steps taken by Airbus SE during the financial year ending 31 December 2023 to prevent modern slavery, including human trafficking, forced and child labour in its business, operations and supply chain and the proposed actions to support this going forward.

Airbus SE Modern Slavery Statement

including fighting against
forced and child labour

Year ending 31 December 2023

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Our approach and progress to date

Modern slavery, including servitude, forced and child labour and human trafficking is a global issue that can affect every country, sector and industry. It represents some of the gravest forms of human rights abuse in society.

Airbus SE (together with its subsidiaries, “the Company”) has prepared this Statement in compliance with the UK ‘Modern Slavery Act 2015’, the Australian ‘Modern Slavery Act 2018 (Cth)’ and the Canadian ‘Fighting Against Forced Labour and Child Labour in Supply Chains Act’ (together “the Acts”). This Statement covers the following UK, Australian and Canadian entities* which fall within the scope of at least one of the Acts: Airbus Operations Ltd, Airbus Defence and Space Ltd, Airbus Helicopters UK Ltd, Airbus Australia Pacific Ltd, Airbus Helicopters Canada Ltd, Airbus Atlantic Canada SL Inc, Airbus Atlantic Canada Inc, Airbus Canada Managing GP Inc and their subsidiaries.

As a signatory to the United Nations Global Compact since 2003, the Company is committed to upholding international human rights standards and principles, including the International Bill of Human Rights, the International Labour Organization’s (“ILO”) Declaration on Fundamental Principles and Rights at Work and its Core Labour Standards. In doing so, the Company aims to implement policies and processes that respect applicable law in the countries in which it operates and take into account the UN Guiding Principles for Business and Human Rights (“UNGPs”), and the Organisation for Economic Co-operation and Development’s (“OECD”)

Guidelines for Multinational Enterprises on Responsible Business Conduct.

‘Respect human rights’ was prioritised by the Company as one of the four sustainability commitments agreed by the Airbus Executive Committee (“EC”) and the Ethics, Compliance and Sustainability Committee (“ECSC”) of the Airbus SE Board of Directors during 2020. In addition, in reflection of the importance it places on this topic, the Company again endorsed including ‘respect human rights’ as part of its 2024 Top Company Objectives in the ‘*in all we do, we*’ section which aims to anchor good governance practices and values into the business.

The Company’s actions to progress its ambition to ‘*embed and advance respect for human rights throughout its business, operations and supply chain*’ continue to follow recommendations identified through a human rights impact and gap analysis conducted by a specialist external human rights consultancy in 2019. This analysis considered current and upcoming regulatory requirements and international best practice as well as international standards and principles, including the UNGPs.

Actions towards assessing and addressing modern slavery, including forced and child labour risks related to our business, operations and supply chain continued during 2023 and are described in this Statement.



* Airbus Operations Ltd (03468788); Airbus Defence and Space Ltd (02449259); Airbus Helicopters UK Ltd (01164090); Airbus Australia Pacific Ltd (ACN 003 035 470); Airbus Helicopters Canada Ltd (166686-0); Airbus Atlantic Canada SL Inc (1175203075); Airbus Atlantic Canada Inc (1167566406 Quebec), and Airbus Canada Limited Partnership (3371496384) and Airbus Canada Managing GP Inc (1171482103).

For the purposes of the Australian Modern Slavery Act 2018 (Cth),

Airbus Australia Pacific Ltd is a wholly owned subsidiary of Airbus Helicopters SAS which is, in turn, a part of Airbus SE.

Headquartered in Brisbane, Queensland, Airbus Australia Pacific Ltd's business in Australia and New Zealand is conducted at 23 sites. Eleven of these locations are Australian and New Zealand Defence establishments where Airbus aircraft are either operated or managed. Airbus Australia Pacific Ltd's primary customer base is the Commonwealth of Australia (with the end user being the Australian Defence Force) and the New Zealand Crown (with the end user being the New Zealand Defence Force).

The Airbus Australia Pacific Ltd supply chain consists of two main streams, aeronautical and non-aeronautical procurement. With over 1,500 approved suppliers, 85% of Airbus Australia Pacific Ltd's suppliers are Australian or New Zealand based, with the remainder predominantly European based.

For the purposes of the Canadian 'Fighting Against Forced Labour and Child Labour in Supply Chains Act',

Airbus Helicopters Canada Ltd is a wholly owned subsidiary of Airbus Helicopters SAS; Airbus Atlantic Canada SL Inc and Airbus Atlantic Canada Inc are wholly owned subsidiaries of Airbus Atlantic SAS; Airbus Canada Limited Partnership is a joint venture controlled by Airbus SE and Investissement Québec, an entity of the Québec government. Airbus Helicopters Canada Ltd, Airbus Atlantic Canada SL and Airbus Canada Inc are, in turn, part of Airbus SE.

Headquartered in Fort Erie, Ontario, with around 250 employees, Airbus Helicopters Canada Ltd markets and manufactures rotorcraft and performs dynamic component repair for the light helicopter product range worldwide.

Headquartered in Mirabel, Québec, the Airbus Atlantic Canada group has approximately 688 employees via its two entities, Airbus Atlantic Canada Inc and Airbus Atlantic Canada SL Inc. Both entities are wholly-owned Airbus Atlantic SAS subsidiaries and specialise in aerostructure assembly and systems integration.

Headquartered in Mirabel, Québec, Airbus Canada Limited Partnership employs approximately 3,500 employees and is responsible for the A220 aircraft family development and manufacturing. The Limited Partnership is acting through its managing general partner, Airbus Canada Managing GP Inc, also headquartered in Mirabel, Québec.

Our structure, business and supply chains

Structure and business

The Company has organised its businesses into three operating segments: (i) Airbus, (ii) Helicopters and (iii) Defence and Space.

The Company's consolidated revenues amounted to €65.4 billion in 2023. In commercial aircraft, the Company designs and manufactures modern and fuel-efficient airliners and associated services. The Company is also a European leader in defence, security and space systems. In helicopters, the Company provides efficient civil and military rotorcraft solutions and services worldwide.

The Company's corporate governance ensures that Airbus SE is managed according to its regulating laws and Articles of Association, and evolves in order to match its growth ambitions, meet its obligations and reach the goals it has set itself.

The Company's top-level governing body is the Airbus SE Board of Directors which consists of at most 12 directors. Under the Articles of Association, the Board of Directors is responsible for the management of the Company. The Board of Directors delegates the day-to-day management to the Chief Executive Officer ("CEO") who fulfils this task with the support of the EC.

Airbus



147,893
employees



96%
are full-time employees



Airbus operates in
170 locations
worldwide



88.6% of workforce
is located in Europe on more
than 100 sites



19,000 suppliers



Suppliers in more than
90 countries

Workforce

As of 31 December 2023, the Company's active workforce amounted to 147,893 employees (compared to 134,267 employees in 2022), 96.1% of which consisted of full-time employees. These statistics take into account consolidation effects and perimeter changes throughout 2023.

The Company's workforce is 88.6% based in Europe, across more than 100 sites. Concerning the nationality of its employees, 34.6% are from France, 31.1% from Germany, 6.9% from the UK and 10.5% from Spain. The evolution of the Company's global presence is seen in the increase of the workforce located outside the Company's home countries (20,815 vs. 18,374 in 2022) and the increase of nationals from outside the Company's home country nationals (17% vs. 16.2% in 2022), coming from 150 other countries (vs. 143 in 2022).

Depending on country and hierarchy level, the average contractual working time is between 35 and 40 hours per week.

Airbus affiliates

All of the Company's controlled affiliates are expected to deploy similar internal policies by applying the Company's directives. Through a company-wide single digital handbook, the controlled affiliates access the applicable rules, processes and procedures. Its enforcement is supported by the Directors' training programme which was delivered to 110 people in 2023 over seven full-day digital sessions, as well as on-boarding sessions performed for newly appointed managing directors of controlled affiliates.

An online self-assessment is completed on an annual basis by the controlled affiliates to self-assess their internal controls in order to identify any gaps and define remedial action plans as required. Controlled affiliates can update the self-assessment on a quarterly basis based on their progress.

The Company's controlled affiliates are also asked to regularly evaluate risks via the Company's enterprise risk management ("ERM") system, and to regularly monitor them as part of their risk assessment process.

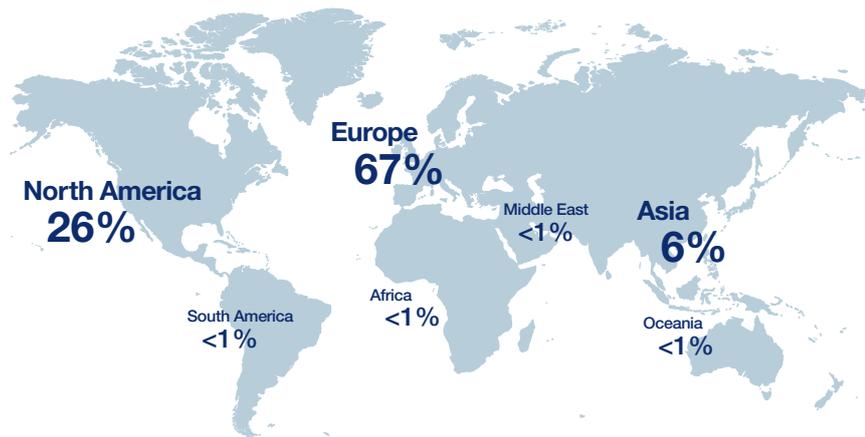
During 2023 the Company engaged with its subsidiaries and operations on areas of risk related to modern slavery including forced and child labour.

Supply chain

At the end of 2023, approximately 19,000 suppliers from more than 90 countries supply parts, components, systems and services to the Company. In 2023, the Company's overall external



Company's 2023 total spent regional split



sourcing volume was estimated at around €49 billion and shared between Divisions with 82% for the Company's commercial aircraft business, 12% for the Company's Defence and Space Division and 6% for the Company's Helicopters Division.

While the Company's products and services are sold all over the world, the majority of its supply chain is based in Europe and OECD countries.

The Company has also established regional procurement offices in North America (Herndon, VA), India (Bangalore), Asia Pacific (Singapore) and China (Beijing) to support local procurement initiatives.

In 2023, the Company sourced 89% of its total purchased volume from countries in which it has significant operations, including France 32%, USA 25%, Germany 16%, United Kingdom 10%, Spain 4%, Canada 1% and China 1%.

Our governance and policies

Governance

Conscious of the strategic importance of sustainability, the Company has defined governance and organisation at the highest level. Hence, oversight has been established at the Board of Directors level through the ECSC.

The ECSC assists the Board of Directors in overseeing the Company's culture and commitment to ethical business, integrity and sustainability. The ECSC is empowered to monitor the Company's Ethics & Compliance programme, organisation and framework to make sure that the Company's Ethics & Compliance governance is effective (including all associated internal policies, procedures and controls).

The ECSC is also empowered to oversee the Company's sustainability strategy and effective governance and ensure that sustainability related topics are taken into account in the Company's objectives and strategy.

Under the Board Rules, the Board of Directors delegates the execution of the strategy as approved by the Board of Directors and the day-to-day management of the Company to the CEO, who, supported by the EC, makes decisions with respect to the management of the Company. Alignment between the Board of Directors and the Company leadership team is also supported by the regular attendance of the Chief Sustainability Officer¹ ("CSO"), an EC member, to the ECSC.

The EC has the responsibility to provide top level expectations and direction, while overseeing and validating the sustainability strategy. This entails validating sustainability targets, including those integrated into the Top Company Objectives.

The EC is supported by several committees or boards linked to the Company's four sustainability commitments including the Steering Committees of the Human Rights and Sustainable Supply Chain Roadmaps, both sponsored by EC members.

The CSO has top level accountability for human rights at EC level. As per its formalised governance on human rights, progress is monitored in the ECSC and actions are defined and progress tracked through the Human Rights Steering Committee. Accordingly, in 2023, the Company held a number of such meetings and presentations.

A Human Rights Core Team, made up of multi-divisional and multi-functional representatives from throughout the Company, drives the main actions of the Human Rights Roadmap. Due to the transverse nature of human rights topics, various functions are responsible for managing compliance with the

relevant commitments outlined within the Company Human Rights Policy (see 'Human Rights Policy' section below) and develop measures to support implementation, including the assignment of roles and responsibilities within their own organisation and provision of resources to conduct risk-based due diligence.

Other networks within the Company that support implementation and compliance include for example, the Ethics & Compliance network, the Privacy network, the Sustainability Ambassador network and the Inclusion and Diversity network.

Supply chain governance

In order to drive the Sustainable Supply Chain Roadmap ("SSCR"), a quarterly steering committee chaired by the Head of Sustainability & Environment, the Head of Procurement Governance & Strategy and sponsored by the Chief Procurement Officer ("CPO") of the Company is implemented. The steering committee includes the Heads of Procurement of Airbus Helicopters and of Airbus Defence and Space, and the Head of Ethics & Compliance, or their nominated representatives

Concrete sustainability targets have been included in the 2023 objectives of the Company's CPO and are cascaded through the Company's Procurement organisation. These include:

- Commitment by suppliers to the Airbus Supplier Code of Conduct ("SCoC") for 89% of the 2022 sourcing volume; and
- Supplier sustainability assessments completed for 75% of the 2022 sourcing volume.

Policies

Key company policies have clear expectations towards the Company's own operations and suppliers for respecting human rights, and include:

- Airbus Code of Conduct
- Airbus Company Human Rights Policy
- International Framework Agreement
- Airbus Supplier Code of Conduct
- Responsible Mineral Policy

All policies and guidelines are made available to employees on the intranet, and classroom training is delivered to employees who are particularly exposed to the underlying risks.

¹ On 1 January 2024, the Company further strengthened sustainability with the creation of a Chief Sustainability Officer position.



Airbus Code of Conduct

The Company's Code of Conduct is a single reference intended to guide daily behaviour and help employees resolve the most common ethical and compliance issues that they may encounter. The Code of Conduct applies to all of the Company's employees and directors, regardless of their job title, responsibilities, seniority or location, within every subsidiary or joint venture where the Company has control.

The **Airbus Code of Conduct** is available [here](https://www.airbus.com/en/sustainability/enabling-prosperity/integrity-and-compliance).

<https://www.airbus.com/en/sustainability/enabling-prosperity/integrity-and-compliance>

Human Rights Policy

The Company Human Rights Policy covers all employees worldwide including controlled affiliates and contractors whilst on Company sites or at work under the responsibility of the Company. Currently available in five languages, it was developed taking into account best practice frameworks and feedback from external stakeholders including representatives from civil society, academia and human rights organisations.

As well as a commitment to respecting human rights through the implementation of due diligence and compliance with applicable law, its baseline commitments build on international standards and principles including the UNGPs, the OECD Guidance for Multinational Enterprises on Responsible Business Conduct and the ILO.

These policy commitments are being embedded throughout the Company through a sustainability due diligence and human rights directive which defines and establishes a set of business requirements. These business requirements will be integrated into the Company Business Management System during 2024 and be supported by methods, processes and guidance. Internal capacity building, including training and awareness raising will also support adherence. This work will continue to be a focus during 2024.

For further information, see the **human rights section** on [Airbus.com](https://www.airbus.com)

<https://www.airbus.com/en/sustainability/valuing-people/human-rights>

International Framework Agreement

In the International Framework Agreement ("IFA"), the Company reaffirms it strives to respect the regulations regarding fundamental human rights, equal opportunities, free choice of employment, as well as commits to refrain from the use of any form of forced or child labour, and ensuring the conditions for social dialogue.

The Company intends, via its agreements, to respect the disposition of the following ILO conventions: numbers 111 (discrimination – employee and occupation), 100 (equal remuneration), 135 (workers' representatives), 29 (forced labour), 105 (abolition of forced labour), 182 (child labour), 138 (minimum age), 87 (freedom of association and protection of the right to organise) and 98 (right to organise and collective bargaining).

The head of each business is responsible for ensuring compliance with these principles. The provisions of the IFA define the Company's standards to be applied wherever the Company operates provided they are not in contravention of local law, insofar as more favourable conditions do not exist already. Dedicated processes ensure that the provisions of this agreement are not breached wherever the Company operates.

Airbus Supplier Code of Conduct

As a co-founder of the International Forum on Business Ethical Conduct ("IFBEC"), the Company is supporting the application of global standards for business ethics and compliance. IFBEC members have established a Model Supplier Code of Conduct which expresses the minimum ethical standards to be applied by suppliers throughout the aerospace and defence industries. It also encourages suppliers to go beyond legal compliance, drawing upon internationally recognised standards in order to advance in social and environmental responsibility and business ethics.

The Company's suppliers must comply with all applicable laws and regulations. In addition, all business shall be conducted by suppliers in compliance with the principles of the Company's Supplier Code of Conduct ("SCoC"), which is the document of reference for the Company's responsible supplier management. This SCoC integrates the Company-wide values and principles, in line with internationally recognised standards and conventions such as UNGPs, OECD, ILO and IFBEC.

All Company suppliers are now being asked to sign a confirmation of compliance with the principles of the latest version of the SCoC, or to confirm that their own practices are aligned with the principles set out in this Code, and to cascade these principles throughout their own supply chains.

The **Supplier Code of Conduct** is available [here](https://www.airbus.com/en/be-an-airbus-supplier.html)

www.airbus.com/en/be-an-airbus-supplier.html

Responsible Mineral Policy

The Company places great importance on the responsible sourcing of materials used in manufacturing. Some minerals including 3TG (tin, tungsten, tantalum and gold) are necessary for the proper functioning of components within its products. The Company directly imports minerals in extremely low volumes, however, such minerals are found in certain products the Company procures. In that context, the Company requires all suppliers to comply with applicable laws and regulations on conflict minerals, including any 3TG conflict minerals.

In 2019, the Company released a Responsible Mineral Policy, which details its engagement to improve safety and human rights conditions in the mineral supply chains. As described in the Stakeholder engagement and collaboration section, the Company benefits from the Responsible Mineral Initiative ("RMI") experience and available audits, tools and standardised ways of working. The SCoC formally requires suppliers to establish a policy and a management system to ensure responsible material sourcing.

The **Responsible Mineral Policy** is available [here](https://www.airbus.com/en/sustainability/valuing-people/human-rights)

<https://www.airbus.com/en/sustainability/valuing-people/human-rights>



Risk assessment and mitigation

Enterprise risk management

The long-term development and production cycles of the Company's wide range of products and services in a globalised supply chain and highly regulated environment make ERM a crucial mechanism both to identify, assess and mitigate risks faced by the Company and to identify and enhance potential opportunities.

Applied across the Company and its controlled subsidiaries, ERM is a permanent top-down and bottom-up process which is executed across the Divisions at each level of the organisation. The top risks and opportunities are reported to the Board of Directors on a quarterly basis. Sustainability risks and opportunities are fully embedded in the Company's ERM

For further information, see the **2023 Airbus SE Report of the Board of Directors** [here](#)

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Salient human rights issues

The Company is committed to identifying and addressing its salient issues through ongoing monitoring of internal and external risks, including within its supply chain, and engagement with key internal and external stakeholders. Taking into account that salient issues may change over time due to internal and external influences, the Company is committed to reviewing them on a regular basis. This includes an annual review to identify any new issues that may need prioritisation, a comprehensive more in depth review conducted every three years and ad hoc assessments as required.

All risks related to the salient issues are recorded through the ERM system, and governance follows a similar process as the one existing for the Company's Top Company Risks. For example, sponsorship of each risk is at EC level with nominated salient issue owners who have responsibility to develop and implement action plans as well as setting measures of effectiveness. Reporting of the progress of actions to the EC is conducted at least once per year including during the ERM presentation of Top Company Risks as well as through relevant steering committees and other Risk & Opportunity Boards at functional and divisional level.

In 2022/2023, the Company undertook a full review of its salient human rights issues. The methodology used is based on the UNGPs and includes an

assessment of its impacts in terms of severity (scope, scale, irremediability), likelihood, relationship and level of influence to inform prioritisation. The results of this analysis are reviewed by both internal and external stakeholders (including human rights NGOs, academics and researchers, industry groups), prior to final validation at EC level.

The actions taken during 2023 to mitigate the risks identified through its saliency analysis (with impacted rightsholders in parentheses) related to modern slavery, including forced and child labour, include:

Risk of forced labour (supply chain workers)

Key activities to mitigate the risk of forced labour on the Company's sites through onsite contractors included a forced labour gap analysis of the Company's sites, focused on high risk countries for forced labour based on publicly available indices.

The objective of the analysis was to understand any gaps related to policies and processes and to define and strengthen roles and responsibilities related to procuring, onboarding and monitoring of onsite contractors focused on high risk activities such as cleaning, security and catering.

In addition, meetings with peers, suppliers, the Responsible Business Alliance, NGOs and the Company's employees were held in Southeast Asia aimed at understanding how the expectations and commitments outlined in the Company's policies and processes, including the Company Human Rights Policy and SCoC, are being applied in practice. A set of recommended actions based on the results of the findings are currently being reviewed and work on mitigating risks will continue during 2024.

Impacts related to the sourcing of raw materials (supply chain workers)

During 2023, the Company deepened its understanding of potential human rights impacts related to its sourcing of raw materials, which are also of particular relevance in its transition to decarbonisation. The identified areas of potential risks due to the raw materials required in the development and manufacture of new and existing technology include, for example, worker exploitation, forced labour, child rights, health and safety and environmental pollution. Work will continue on this topic during 2024.

Effectiveness in tackling modern slavery including forced and child labour

Due diligence

During 2023, the Company continued to strengthen its risk-based human rights due diligence taking into account the OECD Due Diligence Guidance for Responsible Business Conduct. This due diligence is intended to support identification, mitigation and /or prevention and remediation of human rights risks including across the Company's supply chain and own operations. Key activities conducted during 2023 include:

Due diligence related to own operations

The Company continued to develop and progress actions related to due diligence in order to identify and address risks related to human rights within its own operations. This included the continued roll out of onsite social assessments focused on human and labour rights, conducted by a third party social assurance provider consistent with the assessments carried out in the Company's supply chain, on the Company's own sites, including its controlled affiliates.

The Company has set a target to ensure that 100% of its sites with over 100 employees are assessed for human and labour rights risks by the end of 2026. Since 2020, 51% of the Company's sites with 100+ employees have been assessed.

During 2023, 22 onsite social assessments (from a target of 18) were conducted in countries including: Spain, Germany, Mexico, Malaysia, Romania, the UK, Brazil, Singapore, Poland, India, France and Canada. The sites were selected based on an analysis of country risk using publicly available indices (including child labour, forced labour and labour rights), the type of activity (prioritising production facilities) and the number of employees. In addition, any alerts relating to human rights coming from other sources, including the Internal Controls Self Assessment ("ICSA") process. Relevant legislation was also taken into account.

During the assessments, 34 findings were identified across 13 sites, including findings involving onsite contractors. Findings included, for example, excessive working hours, insufficient detail regarding working hours within



employment contracts, inadequate overtime payments and insufficient rest days. Actions to close the findings and provide appropriate remediation are ongoing. The Company aims to close all site findings without undue delay and within a maximum of 18-months.

In addition, the Company also identified a number of indicators of forced labour on two of its sites in Southeast Asia involving certain onsite service providers in the areas of cleaning, catering and security. Since identification, the Company has been working with the respective suppliers to remediate the findings, which included payment of recruitment fees, retention of identification documents and excessive working hours. The Company continues to monitor sites in its higher risk countries in particular for indicators of forced labour (see salient human rights issues section above).

Supply chain due diligence

The Company's standard procurement contract templates are regularly updated and include a dedicated "Sustainability and Environment" clause which notably requires suppliers to:

- Comply with all applicable laws and regulations;
- Commit to apply and cascade in its supply chain the principles of the Company's SCoC; and
- Perform supply chain due diligence and an annual sustainability maturity assessment by an external specialist company.

Since 2018, the Procurement team has carried out annual proactive sustainability inherent risk mapping. In 2023, the Company started to use an upgraded inherent risk mapping methodology building on risk indexes considering the location and the type of activity performed by its Tier-1 suppliers (excluding suppliers of its affiliates and subsidiaries). This led to a risk ranking of suppliers, including related to human rights.

Apart from its OpenLine grievance mechanism (see Grievance mechanism section below), the Company may also receive alerts from other sources including through media screening, NGO reports, directly from employees or its Supplier Compliance Review which is a screening ahead of supplier selection.

From this, and in line with the programme developed in 2022 with the International Aerospace Environmental Group ("IAEG") (see Stakeholder collaboration and engagement section below), the identified riskiest suppliers are invited to undertake an evidence-based desktop sustainability assessment. A total of 73.6% of the 2022 sourcing volume was covered by an evidence-based desktop assessment at the end of 2023, including

both risky suppliers and other suppliers already engaged into this sectoral approach.

As a result of the assessment, suppliers not meeting the Company's sustainability expectations with lower scores (classified as a red flag) will be requested to develop and put in place a corrective action plan in a determined time frame.

The result of an evidence-based desktop assessment or any sustainability alert may also lead the Company to request an on-site assessment at a particular supplier site. In 2023, the Company performed 33 on-site assessments, compared to seven in the previous year. The Company engaged with suppliers on findings in order to improve the situation, when relevant.

See key performance indicator table below for more information.

For further information, see the **2023 Airbus SE Report of the Board of Directors** [here](#)

www.airbus.com

Grievance mechanism

The Company is committed to promoting open and trusting dialogue within its own operations, supply chain and with other third parties including through the following mechanisms:

SpeakUp & ListenUp

The Company maintains a SpeakUp culture by encouraging employees to express their views, defend their opinions, and point out unacceptable behaviour. The Company's SpeakUp culture encourages employees to speak up if they are concerned about any issue, including relating to human rights. Employees are encouraged to raise concerns with their line manager, their human resources business partner, a member of the Legal and Compliance function or their Ethics and Compliance representative. Concerns can also be raised through the Airbus OpenLine (see OpenLine section). SpeakUp works effectively when people listen. The Company's managers and leaders are therefore expected to encourage a SpeakUp culture by building trust with their teams by maintaining regular contact with team members, asking questions and listening carefully. This bottom up and top down approach allows concerns to be raised and issues to be addressed appropriately.

OpenLine

The Company's OpenLine is available both online and through a dedicated telephone number and provides a confidential way (where legally permissible) for people working on the

Company's sites, in its supply chain or other third parties connected to its business activities to report a concern, including related to human rights. If an alert is received through OpenLine, the Company commits to acknowledge receipt of the report as soon as possible. All alerts of concern are handled by professional investigators with the assistance of subject matter experts where required.

The Airbus OpenLine

can be found [here](#)

www.airbusopenline.com

Access to remedy

If the Company identifies that it has caused or contributed to an actual adverse impact within its own operations, supply chain or other third party business relationship through its business activities, including through OpenLine or other means, it will endeavour to address such impacts by providing for or cooperating in appropriate remediation. This includes seeking to restore the affected person or persons to the situation they would be in had the adverse impact not occurred (where possible) and enable remediation that is proportionate to the significance and scale of the adverse impact, including in cooperation with relevant stakeholders.

During 2023, no remediation measures were required by the Company related to forced or child labour including with regard to loss of income to the most vulnerable families in the Company's activities and supply chain.

Measures of effectiveness

The Company considers that, as well as being good management practice, tracking and measuring the effectiveness of its actions, including through the definition and setting of key performance indicators ("KPIs") and targets, is a key success factor in helping to achieve its human rights ambition. It is also a key part of its due diligence process and supports continuous improvement. It helps to:

- Assess the effectiveness of actions and evaluate performance;
- Integrate feedback on lessons learnt to enhance due diligence practices (e.g. any repeated problems requiring more systemic changes); and
- Account for how the Company addresses its impacts and the results of such actions to individuals or groups who may be impacted and other stakeholders including through reporting.

Tracking and measures of effectiveness are included in, for example, the actions



of the Company’s Human Rights Roadmap, its training programmes, the assessments conducted in its supplier sites and own sites, with targets etc for the closure of findings and the effectiveness of its grievance mechanism.

Relevant targets and KPIs are a standard part of the Company’s internal reporting and are regularly monitored including by the relevant roadmaps and steering committees as well as at EC level.

Training and capacity building

In 2023, the Company continued to raise awareness of human rights, including how to identify risks and what to do if people have concerns. Actions on training follow:

- The Company made two eLearning modules on human rights (introduction to human rights and introduction to modern slavery, both available in four languages) part of the compulsory training for all employees of the Company during 2023. During the period 1 October 2022 to 30 September 2023, 89,759 participants completed this training (107,446 in total since its launch in 2018). These two eLearning courses will be part of the Company’s newcomer onboarding training from January 2024 onwards.
- The Company also continued to include a dedicated human rights eLearning module in the compulsory training for its executive population including the heads of its subsidiaries and controlled affiliates. Whilst going deeper into external and internal requirements and due diligence practices, the eLearning module has been designed to enable managers to contribute to respecting human rights, including in their area of responsibility. From 1 October 2022 to 30 September 2023, 3,917 participants completed the training (4,406 since its launch in 2022). From January 2024, the training will also be available in a format compatible with smartphones and tablets for easier access, as well as being available to all employees of the Company.
- Furthermore, during 2023 the Company continued the roll out of its in-depth virtual small group interactive training aimed at buyers and supply chain quality managers focused on human rights and

Key performance indicators

Human Rights	
Global Reporting Initiative (GRI) indicators	408 Child Labour 409 Forced or Compulsory Labour 414 Supplier Social Assessment
Sustainable Development Goals (SDGs)	4,5,8,16
Highest governance body(ies) involved	Board of Directors / ECSC EC, SSCR Steering Committee
Related corporate policies and reference documents	Code of Conduct; International Framework Agreement; Airbus Supplier Code of Conduct; Airbus Human Rights Policy; Airbus Human Rights Policy Statement, Responsible Mineral Policy

KPIs	Target	Target Year	2022	2023	2023 v. 2022
% of investigations completed or in progress ⁽¹⁾	100%	Permanent	100%	100%	–
% of sites having undertaken a social assessment ⁽²⁾	100%	2026	29%	51%	+22pp
% of findings closed within 18-months ⁽³⁾	100%	Permanent	100% ⁽⁶⁾	100% ⁽⁶⁾	–
% of identified high risk suppliers who have undergone a sustainability assessment.	60%	2023	99.5% ⁽⁷⁾	37.6% ⁽⁸⁾	–
% of sourcing volume covered by supplier commitment to the SCoC	89%	2023	86%	89.9%	+3.9pp

Other key metrics	2022	2023	2023 v. 2022
Number of participants to human rights trainings – cumulative, reporting period: 1 Oct - 30 Sep ⁽⁴⁾	6,955	96,714	+89,759
Number of alerts of human rights concern from within the Company’s supply chain ⁽⁵⁾	28	59	+31
Sustainability assessment: % of assessed suppliers not meeting the Company’s sustainability expectations (= red flags)	16%	10.5%	-5.5pp
% of action plans defined for suppliers not meeting the Company’s sustainability expectations	31%	50%	+19pp

KPI and metrics assumptions: (1) following reports of concerns linked to forced and child labour and other labour rights. (2) % of the Company’s sites with over 100 employees, cumulative since 2020, undergoing a social assessment including human and labour rights (with 2020 sites scope as reference). (3) following social assessments including human and labour rights, carried out on the Company’s sites. (4) cumulative number of participants who have completed e-learning modules on human rights and modern slavery since 2018. (5) covering forced and child labour and other labour rights identified through the Supplier Compliance Review, media screening, NGO reports or employees. (6) % of site findings closed within 18 months. Findings related to corporate management systems will be closed following the upcoming release of the Company’s Sustainability Due Diligence and Human Rights Directive. (7) desktop assessments based on 2019 risky suppliers. (8) evidence based desktop assessments based on 2023 inherent risk mapping most risky suppliers (excluding affiliates and subsidiaries) list.

in particular, aligned to the Company’s salient issues, identifying forced labour. During 2023, 150 people attended the training over ten sessions with more sessions planned during 2024.

- The Company’s commitment to human rights has also been built into the ‘Introduction to Sustainability’ eLearning which will be part of the highly recommended training for all employees in 2024.

Examples of actions on communication follow and will continue throughout 2024:

- During 2023 the Company published a number of articles on human rights internally via its Hub Portal and Airbus TV. This communication was aimed at demystifying human rights as well as focusing on topics such as forced labour and wellbeing, and included interviews as well as opportunities to provide comments and feedback.

- The Company also held a dedicated ‘valuing people weblive’, available to all employees of the Company and recorded for a wider reach, focused on respect for human rights and fostering inclusion.
- In addition, ‘demystifying human rights due diligence’ was one of the key sessions at the Company’s Sustainability Townhall event which was attended by over 700 people (in person and virtually) featuring a talk on forced labour by Andrew Wallis OBE, CEO and Founder of Modern Slavery Charity, Unseen.



Stakeholder engagement and collaboration

During 2023, the Company continued its membership of the Global Business Initiative on Business and Human Rights (GBI), a specialist peer learning group focused on advancing respect for human rights throughout the world.

The Company is also a member of a number of industry trade associations which during 2023 held focused discussions on progressing human rights within the aerospace and defence industry. These include ASD (the Aerospace and Defence Industries Association of Europe), GIFAS (French Aerospace Industries Association), BDSV (German Industry Association for Security and Defence), ADS (UK Industry Association for Aerospace, Defence, Security and Space) and TechUK (the UK's technology trade association).

The Company also engaged with a number of external stakeholders on human rights in order to advance the topic through external collaboration. These included academics, civil society organisations and peers. In addition, an update of the Human Rights Roadmap was also presented to key internal stakeholder groups including the Societa Europea Works Council ("SE-WC") comprising social partners from across the Company's European sites.

The Company is a founding member of the IAEG, which is working on development and promotion of common aerospace industry standards and tools to manage environmental obligations. In 2022, and co-led by the Company, a contract was established between IAEG and its selected service provider to build a sectoral approach for supplier assessment which was deployed in 2023. Taking part in this IAEG voluntary sectoral framework for Environment, Social and Governance (ESG) engagement strengthens business resiliency and optimises resources and costs for suppliers. This group-level assessment covers labour and human rights, health and safety, environment, ethics and sustainable procurement.

In 2019, the Company joined the Responsible Business Alliance's RMI, in order to further enforce activities of responsible sourcing while applying industry standards for supplier due diligence and data management in accordance with the OECD framework. In 2023, the Company extended its membership to the whole Responsible Business Alliance initiative.

Future outlook

During 2024, the Company will continue its focus on embedding and advancing its commitment to respect human rights throughout its business, operations and supply chain. Specific ongoing actions include:

- Progressing actions identified as part of the Company's Human Rights Roadmap;
- Progressing response plans related to its identified salient human rights issues;
- Progressing social assessments focused on human and labour rights throughout the Company's sites;
- Progressing sustainability assessments of identified high risk suppliers;
- Capacity building with key teams including development of training, communication and awareness raising; and
- Ensuring alignment of actions with current and upcoming legislation.

This Statement has been approved by the Airbus SE Board of Directors and satisfies the requirements of the UK 'Modern Slavery Act 2015', the Australian 'Modern Slavery Act 2018 (Cth)' and the Canadian 'Fighting Against Forced Labour and Child Labour in Supply Chains Act'.

It has been signed by the CEO of Airbus SE who is a member of the Board of Directors as well as by the Company's CSO.

For the purposes of the 'Fighting Against Forced Labour and Child Labour in Supply Chains Act': *"In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above."*



Guillaume Faury
Chief Executive Officer
26 April 2024

"I have the authority to bind Airbus SE"



Julie Kitcher
Chief Sustainability Officer
26 April 2024

The policies and codes referenced within this Statement are published on the Airbus website: [here](https://www.airbus.com)

www.airbus.com

For further information on the Company's approach to respecting human rights, see the human rights section on Airbus.com: [here](https://www.airbus.com/en/sustainability/valuing-people/human-rights)

www.airbus.com/en/sustainability/valuing-people/human-rights