



## **SIA Group Joint Modern Slavery Statement for Financial Year 2022/23**

This statement is made under the *Australian Modern Slavery Act 2018* (Cth) and the *UK Modern Slavery Act 2015* (“**Statement**”), and sets out the actions taken by Singapore Airlines Limited (“**SIA**”) and Scoot Pte Ltd (“**Scoot**”) to address modern slavery risks in our supply chain over the financial year ended 31 March 2023 (“**Financial Year 2022/23**”).

This single joint statement covers both SIA 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 Scoot, and involved discussions between the relevant stakeholders, including the Legal, Procurement, Sustainability, Human Resources, Internal Audit, as well as Risk Management teams on the adoption of the policies and procedures described in this Statement.

In preparing the Statement, SIA has also discussed with Scoot, as well as the operating entities owned or controlled by SIA, the modern slavery risks in our business, operations, and supply chains, so that steps can be taken to identify, assess, and address such risks, and mitigate them by strengthening the relevant controls and oversight processes.

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 Scoot. This statement does not cover our non-controlled nor non-operated joint venture operations.

### **Our Structure, Operations, and Supply Chains**

#### *About the SIA Group*

SIA is a public company incorporated in Singapore and listed on the Singapore Exchange (SGX). Scoot is a private limited company incorporated in Singapore and is a wholly owned subsidiary of SIA<sup>1</sup>. Details of the companies can be found in the [SIA Sustainability Report for Financial Year 2022/23](#) (“**Sustainability Report**”).

For the purposes of this Statement, the operating entities owned or controlled by SIA for the Financial Year 2022/23 are as follows:

1. SIA Engineering Company Ltd and its operating subsidiaries<sup>2</sup>;

<sup>1</sup> Singapore Airlines Limited (ABN 52 001 056 195) 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 31 March 2023, the operating subsidiaries of SIA Engineering Company Ltd are SIA Engineering (USA), Inc., SIA Engineering Japan Corporation, Singapore Aero Support Services Pte. Ltd., Heavy





2. Cargo Community Network Pte Ltd and its operating subsidiary, Cargo Community (Shanghai) Co. Ltd.;
3. Encounters Pte. Ltd.;
4. Kris+ Pte. Ltd.;
5. Singapore Aviation and General Insurance Company (Pte) Ltd.;
6. Singapore Flying College Pte Ltd.;
7. Tradewinds Tours & Travel Private Limited; and
8. 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 Scoot for the Financial Year 2022/23.

### *Our Operations and Supply Chains*

The headquarters of SIA and Scoot is in Singapore. As of 31 March 2023, we provide air transportation services for passengers and cargo across 114 destinations, including Australia, the United States of America, and the United Kingdom. Additionally, the entities in the SIA Group provide engineering services, training of pilots, as well as tour-related activities. Details regarding our operations, as well as route network, can be found in the [SIA Annual Report for Financial Year 2022/23](#) and SIA's Sustainability Report.

In Financial Year 2022/23, we engaged directly with more than 11,000 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 and procures products and services from suppliers from various locations, there may be exposure to potential risks of modern slavery practices through countries which have been assessed to be more vulnerable to modern slavery risks<sup>3</sup>. We recognise that such risks may arise due to the local, political, and socio-economic conditions within these countries.

In addition, the procurement of products and services by the SIA Group from certain sectors and industries may present an increased risk of modern slavery.

Maintenance Singapore Services Pte. Ltd., SIA Engineering (Philippines) Corporation, Asia Pacific Aircraft Component Services Sdn.Bhd, Additive Flight Solutions Pte. Ltd., and Aerospace Component Engineering Services Pte. Ltd.

<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.





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, and the airline industry is not free from such risks. We recognise that there is a risk that the services provided by an international airline could be used by human traffickers.

### *Policies and Procedures*

In recognition of such risks, we have previously published an anti-modern slavery and human trafficking statement for the financial year ended 31 March 2022 that details our approach to preventing any form of slavery or trafficking from taking place in our operations and supply chain, as well as our ongoing commitment in the fight to eliminate slavery and human trafficking.

The SIA Group has adopted a number of policies and procedures to assess and address risks of modern slavery across the Group, as outlined below.

- Relevant direct suppliers are required to adhere to our [Suppliers' Code of Conduct](#), which requires them to be dedicated to managing social, ethical, and environmental issues in a responsible manner and consistent with our values. Suppliers found to be in breach of the Suppliers' Code of Conduct will face a termination of their supplier contracts with the SIA Group entities. The Suppliers' Code of Conduct is part of the Procurement Manual, which is regularly reviewed by Procurement teams within the Group to remain relevant.
- A whistleblowing policy has been implemented for our employees, customers, contractors, suppliers, consultants, and other stakeholders to voice any concerns about any part of the SIA Group. Details on the policy, including its feedback channels, can be found on SIA's [website](#).
- Our [risk management framework](#) 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 our shareholders and stakeholders. SIA has also prepared a manual on Third Party Risk Management to guide business units within the SIA Group in ensuring supplier risks (including modern slavery risks) are appropriately managed during the selection of the suppliers and during the term of the contract or 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

<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).





remedial measures can be taken. Going forward, we will be updating our internal audit checklists to enhance oversight over modern slavery risks.

### *Training and Outreach*

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. We will continue to develop training and build awareness to tackle risks of modern slavery across the SIA Group, including enhancements in our outreach to the subsidiaries and across the supply chain.

SIA is a member of the International Air Transport Association (“IATA”), which recognises the important role that the airline industry plays 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 the governments, national law enforcement agencies and airports in the countries and territories where we operate to ensure that all suspected human trafficking cases on our flights are reported and dealt with appropriately.

### *Remediation Processes*

We did not identify or were notified of any modern slavery practices in our operations or within our supply chains during Financial Year 2022/23. In the event we become aware of any modern slavery practices with our suppliers, we will take the relevant steps, which include terminating our contracts with such suppliers for being in breach of our Suppliers’ Code of Conduct.

## **Assessing the Effectiveness of the Actions to Address the Risks of Modern Slavery**

We are committed to maintaining and improving systems and processes to eliminate all forms of forced and compulsory labour within our operations and supply chain.

The SIA Group has a comprehensive review structure in place for the sound governance of its organisation. In March 2023, we appointed Ms Lee Wen Fen, SIA’s Senior Vice President Corporate Planning, concurrently as our Chief Sustainability Officer, to oversee our sustainability initiatives, which includes the company’s ethical and governance standards. Ms Lee had already been leading major environmental, social, and governance (ESG) initiatives on behalf of the





Group prior to the appointment. As part of steering the Group's ESG strategy, she chairs the quarterly Sustainability Steering Committee, where modern slavery risks and remedial actions may be reported and discussed.

We also have quarterly Risk and Compliance Management Committees at company and group levels, that look into identifying and managing modern slavery risks, as well as surfacing them to the SIA Board Safety and Risk Committee for oversight. Additionally, the SIA Management Committee is responsible for periodic reviews and assessments of potential and actual impact of SIA's activities, which includes governance matters relating to modern slavery.

As part of our continual effort to strengthen sustainability-related compliance (including anti-modern slavery) of our operating entities, we undertook the following activities in Financial Year 2022/23:

- We conducted a series of Sustainability Awareness Training Sessions and a biennial three-day learning event (known as LIFE – Life-long Learning for Everyone) for all employees. These events included talks on modern slavery prevention measures.
- We are working to incorporate anti-modern slavery principles into procurement processes and policies involving outsourced activities, to ensure that they are similarly conducted in a manner that aligns with corporate social responsibility strategies.

Going forward, we will continue to review our policies and processes, and step up training and engagements, to ensure the highest anti-modern slavery standards are applied in our operations and supply chain.

This statement was approved pursuant to the authority of the Board of Singapore Airlines Limited on behalf of the SIA Group.

Signed,

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

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

