

This statement on

Modern Slavery 2024/2025

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



Introduction

This Modern Slavery Statement (**Statement**) is made on behalf of Emirates (ABN 81 073 569 696) (**Emirates**) pursuant to the *Modern Slavery Act 2018* (Cth) (Australia) (**Act**). This Statement is made in relation to the financial year ending 31 March 2025. References to Emirates and the terms 'we' and 'our' are used in this Statement to refer to Emirates (ABN 81 073 569 696).

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 Emirates 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.

Our Organization, Operations and Supply Chains

Emirates is one of the world's largest international airlines, headquartered in Dubai, United Arab Emirates, connecting millions of passengers annually across six continents. We operate a young and modern aircraft fleet and are widely recognised for our high-quality innovative products and services.

We are part of the Emirates Group, an international organisation with business interests in aviation, air services, education, retail, travel, and hospitality, employing individuals from over 160 countries across our business units and associated firms. You can learn more about the Emirates Group on our website.

Our 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 – recognising the potential misuse of air transport for human trafficking activities.
- Goods and Services – sourcing from various industries such as technology and textiles, which can present heightened risks of forced labour depending on jurisdiction of origin.
- People – employing full-time and contracted manpower globally, with awareness of risks including hidden labour exploitation and debt bondage via third parties including recruitment agents.

Actions Taken to Combat Slavery Risks

We continue to strengthen our approach to identifying and mitigating Modern Slavery risks. Our initiatives include:

- applying high standards of review and assessment in relation to high-risk areas within Emirates' business operations.
- monitoring for and mitigating the risk of Modern Slavery in all environments in which Emirates operates in, including developing and implementing those policies, processes and actions discussed below.
- training our employees and spreading awareness among our passengers

Governance and Policies

We are committed to acting ethically and with integrity in all our business relationships. Emirates proudly adheres to the Emirates Group's Anti-Slavery and Human Trafficking Policy, which advocates a zero-tolerance approach to Modern Slavery. The policy clearly outlines our position on Modern Slavery, the responsibilities of our employees, our expectations around, and the mechanisms available for reporting and whistleblowing. It also reinforces that management must ensure those reporting to them are aware of the issue and their obligations under the policy. A copy of the Group's Anti-Slavery and Human Trafficking Policy can be found on our website.

We expect our suppliers, subcontractors, and consultants to respect and adhere to our values and ethical standards of conduct. The Emirates Group's Supplier Code of Conduct provides our 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 the Emirates Group's Supplier Code of Conduct can be accessed via our website.

¹ Emirates Group means dnata, dnata world travel and Emirates, together with their subsidiaries.

During the past financial year, we continued to strengthen our approach to managing Modern Slavery risks across our operations. Key initiatives included:

- continuing to engage with stakeholders to understand how we can improve procedures to detect, and report suspected human trafficking cases.
- establishing a working group to update the Airport Services Passenger Services Manual to include standard operating procedures relating to human trafficking detection and reporting at airport check in.
- reviewing and implementing a revised internal monitoring mechanism to be able to better support authorities in Dubai and across our network.
- conducting webinars across the Group to enhance awareness of human trafficking risks and reinforce employee knowledge on reporting protocols.

Due Diligence Processes for Combatting Slavery

We recognise that we cannot unilaterally solve the problem of Modern Slavery and achieving change in our supply chain takes time. 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 employees to 'Speak up' against illegal and unsafe practices.

We foster strong, ethical partnerships across our supply chain, built on a foundation of mutual respect for labour rights which enhance the overall well-being and development of the communities that we serve.

We are aware of the risks and challenges inherent within our supply chain, including labour rights violations and unfair business practices. In response to these challenges, we have a robust supply chain strategy and evaluation process that ensures appropriate management of these risks are embedded in our procurement processes and Supplier Code of Conduct.

Where there is a known heightened risk of Modern Slavery, we consider 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 the risk of Modern Slavery within our operations and supply chain. In FY24/25, we continued to refine and expand our training and awareness approach to combat Modern Slavery risk.

Awareness Campaigns

To spread awareness among our customers on board, 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.

For our employees, Emirates has taken a proactive approach to raising awareness around the issue of Modern Slavery. Throughout FY24/25, we organised a range of initiatives, including workshops, webinars, internal roadshows, and targeted campaigns, aimed at equipping our cabin crew and wider workforce with the tools to identify, respond to, and report signs of human trafficking and exploitation. As part of these efforts, we also regularly share updates on emerging trends and the evolving modes of operating trafficking networks to help our colleagues stay alert to the latest risks. These actions form part of our broader commitment to fostering an informed and vigilant workforce, capable of playing an active role in our efforts to prevent Modern Slavery across our operations and network.

Training

Emirates has developed e-Learning courses and awareness training with practical examples and specific indicators to help employees recognize signs of human trafficking. The subject of human trafficking has also been included in the annual licensing training for cabin crew and, consequently, Emirates has seen an increase in employees reporting suspicions of human trafficking.

To further enhance our knowledge on this global issue, the National Committee to Combat Human Trafficking of Dubai Police, and the Dubai Judicial Institute have provided specialised diploma level courses to Group Security employees. 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

We recognise the importance of collective action to combat Modern Slavery. Emirates actively collaborates with government agencies and global and local organisations to enhance awareness of human trafficking risks and support the development of effective response strategies within the air transport industry. These include (but are not limited to):

- the International Civil Aviation Organisation (ICAO);
- International Air Transport Association (IATA); and
- and United Nations Office on Drug and Crimes (UNODC).

Emirates was proud to participate in an ICAO Ad Hoc Working Group on combatting trafficking in the supply chain (AHWG-TSP). In collaboration with other ICAO expert groups, the AHWG undertakes specific studies and develops guidance material to support ICAO Member States and air operators in preventing exploitation across aviation supply chains, ensuring that slavery and trafficking in persons are not taking place in their operations or supply chains.

In FY24/25, Emirates actively engaged with stakeholders to promote awareness and share best practices on Modern Slavery prevention. Notable activities included:

- participation in national workshops on the Detection of Potential Trafficking in Persons Cases at Air Border held by the United Nations Office on Drugs and Crime (UNODC), which aimed to raise awareness about human trafficking and build capacity among aviation stakeholders to effectively address this crime.
- presenting at an inter-regional workshop on Trafficking in Persons and Smuggling of Migrants organized by UNODC, and other Kenyan anti-human trafficking organisations including the Transnational Organized Crimes Unit (TOCU), Awareness Against Human Trafficking (HAART) Kenya, and Survivors of Human Trafficking. During the workshop, Emirates shared information on how the airline has implemented its policy on Anti-Slavery and Human Trafficking as well as the latest initiatives taken to address this crime.
- attending an anti-human trafficking session at the Dubai Police summit.

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.

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.
- Collaborating with authorities across our network to timely and effectively report on potential cases of human trafficking.
- Reviewing effectiveness of existing measures aimed at curbing Modern Slavery.

Further Steps to Prevent Modern Slavery

Emirates remains committed to the ongoing improvement of our response to address the complex and evolving challenge of Modern Slavery. Over the course of the next financial year, we aim to:

- revise and enhance the Emirates Group's Anti-Slavery and Human Trafficking Policy;
- roll out new targeted e-Learning modules, with a particular focus on key risk areas within high-risk departments such as Procurement and Human Resources;
- continue supporting awareness initiatives, working with NGOs and other external entities in such endeavours where relevant; and
- further build on our existing policies and procedures to reinforce our commitment to addressing Modern Slavery risks across our operations and supply chains.

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 Airline
