

This Statement has been published in accordance with the UK's '**Modern Slavery Act 2015**' and the Australian '**Modern Slavery Act 2018 (Cth)**'.

It sets out the steps taken by Airbus SE during the financial year ending 31 December 2022 to prevent modern slavery and human trafficking in its business, operations and supply chain and the proposed actions to support this going forward.

Airbus SE Modern Slavery Statement

Year Ending
31 December, 2022

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Our approach and progress to date

Modern slavery, including servitude, forced 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' and the Australian 'Modern Slavery Act 2018 (Cth)' (together "the Acts"). This Statement specifically covers the following UK and Australian operations¹ and subsidiaries, each being required to report under one or both of the Acts: Airbus Operations Ltd, Airbus Defence and Space Ltd, Airbus Helicopters UK Ltd and Airbus Australia Pacific Ltd and their subsidiaries.

As a signatory to the United Nations Global Compact since 2003, the Company is committed to upholding international human rights principles and standards, 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, and the Organisation for Economic Co-operation and Development's ("OECD") Guidelines for Multinational Enterprises.

'Respect human rights' was prioritised by the Company as one of the four sustainability commitments agreed by the Airbus Executive Committee and the Ethics, Compliance and Sustainability Committee of the Airbus SE Board of Directors ("ECSC") during 2020. In addition, in reflection of the growing importance it places on this topic, the Company endorsed including 'respect human rights' as part of its 2023 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*' related to activities under its full, direct control, 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 principles and standards, including the UN Guiding Principles for Business and Human Rights.

Actions towards assessing and addressing modern slavery risks continued during 2022 and are described in this Statement.



¹ Airbus Operations Ltd (03468788); Airbus Defence and Space Ltd (02449259); Airbus Helicopters UK Ltd (01164090) and Airbus Australia Pacific Ltd (ACN 003 035 470).

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 €58.8 billion in 2022. In commercial aircraft, Airbus offers modern and fuel-efficient airliners and associated services. The Company is also a European leader in defence, security and space businesses.

In helicopters, the Company provides 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 Board of Directors which consists of a maximum of 12 members. Under the Articles of Association, the Board of Directors is responsible for the overall conduct, management, direction and performance of the Company and its business.

For purposes of the Australian Modern Slavery Act 2018 (Cth), Airbus Australia Pacific Ltd is a wholly owned subsidiary of Airbus Helicopters 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.

Workforce:

The Company's global presence includes France, Germany, Spain and the UK, fully-owned subsidiaries in the US, China, Japan, India and in the Middle East, and spare parts centres in Hamburg, Frankfurt, Washington, Beijing, Dubai and Singapore. The Company also has engineering and training centres in Toulouse, Miami, Mexico, Wichita, Hamburg, Bangalore, Beijing and Singapore. There are also hubs and field service stations around the world.

As of 31 December 2022, the Company's workforce amounted to 134,267 employees (compared to 126,495 employees in 2021), 96% of which consisted of full-time employees. These statistics take into account consolidation effects and perimeter changes throughout 2022.

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

The Company's workforce is 88.6% based in Europe, across more than 100 sites. Concerning the nationality of its employees, 35.0% are from France, 30.7% from Germany, 7.4% from the UK and 10.7% from Spain. The evolution of the Company's global presence is seen in the increase of the workforce located outside Europe (11.4% in 2022 vs. 10.9% in 2021) and the increase of nationals from outside the Company's home country nationals to 16.2% (vs. 15.1% in 2021), coming from 143 other countries.

Airbus



134,267
employees




96%
are full-time
employees



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



18,000
suppliers



Suppliers in
more than
90
countries



Airbus Affiliates:

All Company-controlled affiliates are expected to deploy similar internal policies by applying the Company's directives. A Company-wide single directive defines rules, processes and procedures applicable to the Company's affiliates and their respective boards, directors and officers. Its enforcement is supported by the Directors' training programme which was delivered to 117 people in 2022 over eight full-day digital sessions, as well as on-boarding sessions performed for newly appointed managing directors of controlled affiliates.

This single directive assists the Company's affiliates in effectively fulfilling their responsibilities while assuring the Company's ongoing commitment to high standards of corporate governance. It was built on the basis of Company-related internal policies including but not limited to:

- The Company's Code of Conduct
- International Framework Agreement
- Agreement on the European Works Council
- Supplier Code of Conduct
- Health & Safety Policy
- Environmental Policy
- The Company's Anti-Corruption Policy
- Related Directives.

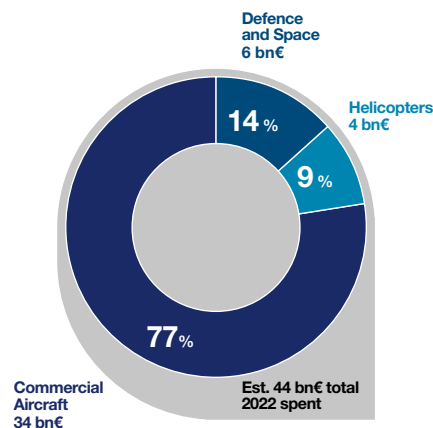
An online Internal Controls Self Assessment ("ICSA") is completed on an annual basis by the controlled affiliates to self-assess their internal controls, including how they relate to the environment, health and safety, human resources, governance, finance, procurement and compliance requirements in order 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 progression. Following ICSA, internal verifications are carried out by the respective corporate functions to validate answers and, when gaps are identified, develop improvement measures jointly with controlled affiliates to enhance their conformity level. In 2022, 81 controlled affiliates were selected to perform such verifications. Verifications are run every three years at least, and more frequently when ICSAs evidence material gaps.

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

Aligned with the Australian Modern Slavery Act 2018 (Cth), during 2022 the Company held regular dialogue with its subsidiaries and operations, including Airbus Australia Pacific Ltd and its subsidiaries, on areas of risk related to modern slavery and forced labour.

Supply Chain:

At the end of 2022, approximately 18,000 suppliers from more than 90 countries supply parts, components, systems and services to the Company. In 2022, the overall external sourcing volume of the Company was valued at around €44 billion and shared between Divisions with 77% for the Company's commercial aircraft business, 14% for the Company's Defence and Space Division and 9% for the Company's Helicopters Division.



In 2022, the Company sourced 89% of its total purchased volume from countries in which it has significant operations, including France 34%, USA 23%, Germany 16%, United Kingdom 9%, Spain 4%, Canada 2%, and China 1%.

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. However, in the past few years, the supply chain has become concentrated and more international. In addition, and due to increasing consolidation within the aerospace and defence sector, larger work packages are being placed with a smaller number of lead suppliers.

To promote further globalisation of its sourcing footprint, the Company has established regional procurement offices in North America (Herndon, VA), India (Bangalore), Asia Pacific (Singapore) and China (Beijing). The regional procurement offices represent the Procurement function in the respective regions. They are responsible for strategic sourcing, general procurement and supplier development (procurement operations) whilst supporting the application of the Company's procurement process and policy and digital solutions.

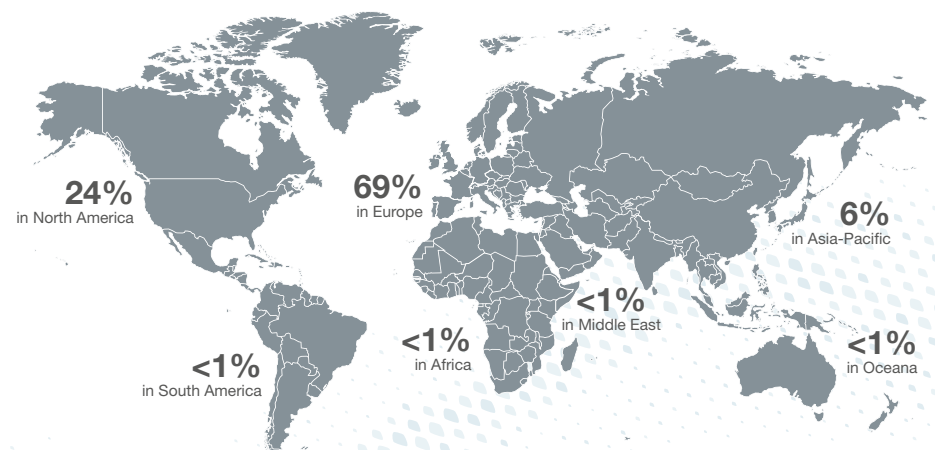
Concrete sustainability targets have been included in the 2022 objectives of the Company's Chief Procurement Officer ("CPO") and are directly linked to the CPO's variable pay and cascaded through the Company's Procurement organisations including:

- Commitment by suppliers to Airbus Supplier Code of Conduct for 85% of the 2021 sourcing volume;
- Supplier sustainability assessments completed for 50% of the 2021 sourcing volume.

All sustainability activities in the supply chain are based on the following key elements and principles of due diligence following the OECD Due Diligence Guidance for Responsible Business Conduct:

- supply base risk mapping;
- supplier engagement and contractual requirements;
- supplier assessment/audits and development plans;
- policies, tools and reporting.

The Company's global sourcing footprint is represented as follows based on tier 1 suppliers only:



Relevant governance and policies

Governance:

Conscious of the strategic importance of sustainability, the Company has defined an adapted governance at the highest level. Hence, oversight has been established at the Board of Directors level with the Ethics, Compliance and Sustainability Committee (“ECSC”).

The ECSC is responsible for assisting the Board of Directors to oversee the Company’s:

- Culture and commitment to ethical business, integrity and sustainability;
- Ethics & Compliance programme, organisation and framework for the effective governance of ethics and compliance, including all associated internal policies, procedures and controls; and
- Sustainability strategy and effective governance to ensure that sustainability-related topics are taken into account in the Company’s strategy and objectives.

Under the Board Rules, the Board of Directors delegates the day-to-day management of the Company to the CEO, who, supported by the Executive Committee, makes decisions with respect to the management of the Company, including sustainability. The Executive Committee 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 Executive Committee 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 Executive Committee members.

The Executive Vice President Communication and Corporate Affairs has top level accountability for human rights at Executive Committee level. During 2022 the Company held a number of meetings and presentations to support and advance respect for human rights. These included: (Table 1)

During 2022, the Company reviewed its governance on human rights to reflect its transition from policy-setting into business integration. Part of this review included a review of the role of the Human Rights Multi-Functional Team (MFT) which has now transitioned into a Human Rights Core Team. The Core Team is made up of multi-divisional and multi-functional representatives from within the Company with key actions aligned to delivery of the human rights roadmap. In addition, the mandate of key internal networks, including the Sustainability Ambassadors’ network and the Ethics and Compliance network were extended to cover the topic of human rights. Work will continue to embed human rights into these networks and ensure they have the right competencies to adequately support the human rights roadmap.

Supply Chain Governance:

The Company’s sustainable supply chain ambition is built on four pillars: “lead the journey towards clean aerospace, respect human rights and foster inclusion, build our business on the foundation of safety and quality, exemplify business integrity”. Derived from this ambition, the Company’s Sustainable Supply Chain Roadmap is based on a three-step approach; supplier commitment, supplier assessment, supplier engagement & development.

The Company strives to make environmental and social responsibility a core element of its procurement strategy. This includes managing the relationships with suppliers throughout the sourcing strategy, supplier selection, contract management and supplier monitoring and development.

In order to drive the Sustainable Supply Chain Roadmap (SSCR), a monthly steering committee chaired by the Head of Sustainability & Environment, and the Head of Procurement Governance & Strategy and the representative of the Chief Procurement Officer of the Company is implemented. The steering committee includes Chief Procurement Officers of Airbus Helicopters and of Airbus Defence and Space, as well as the Head of Health & Safety, the Head of Product Safety and the Head of Ethics & Compliance, or their nominated representatives. The EVP Communication and Corporate Affairs and the Chief Procurement Officer of the Company act as sponsors of the SSCR. In addition, the Head of Procurement Governance and Strategy is part of the Procurement Leadership Team (PLT) and is responsible for facilitating the communication on sustainability activities between the SSCR and the PLT on a regular basis.

In 2022 the SSCR steering committee validated the annual planning and quarterly reviewed the progress of its sustainable supply chain roadmap implementation notably regarding the assessment of suppliers’ sustainability practices as well as the reinforcement of the engagement with suppliers. On top of those forums, the Chief Procurement Officer of the Company also reports to the ECSC on the progress of the Company’s responsible sourcing strategy implementation.

Table 1

Governance	Number of meetings during 2022	Key responsibilities
Human Rights Core Team, chaired by the Head of Human Rights Roadmap	Target 6 (achieved)	Ensuring the development and delivery of the human rights roadmap, including actions against agreed targets and support for awareness raising and capacity building.
Human Rights Steering Committee, chaired by the Head of Sustainability and Environment	Target 3 (achieved)	Providing strategic guidance to support decision making and prioritisation, as well as providing guidance and support on progress.
Presentation on human rights at the Executive Committee	Target 2 (achieved)	Agree and guide the strategic direction of the Company’s human rights ambition, agree and guide the prioritisation of initiatives and resource allocation for implementation and review the status and effectiveness of actions in progress (including roadmap/targets/KPIs).
Presentation on human rights at the ECSC	Target 1 (achieved)	Make and support decisions on identified salient issues and emerging significant risks, make and support decisions on key trends/ legislation and provide feedback and steering as required.



Policies:

In 2022, the Company continued to improve its policies and procedures framework, by issuing guidance on third party categorisation, for example, and translating the Code of Conduct in seven additional languages to maximise the reach of this foundational document. All policies and guidelines are made available to employees on the Intranet, and classroom training is delivered to employees who are particularly exposed to underlying risks.

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 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.

Airbus Code of Conduct is available [here](https://www.airbus.com/company/ethics-compliance.html).

<https://www.airbus.com/company/ethics-compliance.html>

Human Rights Policy:

Building on the human rights commitments and expectations that have existed in various key documents for many years (including within the Airbus International Framework Agreement signed in 2005, the Company's Code of Conduct and Supplier Code of Conduct), a key focus for 2022 included efforts to consolidate commitments to human rights standards and principles as well as expectations in this respect (aligned to international human rights standards and principles including the United Nations Guiding Principles for Business and Human Rights, the ILO Core Conventions on Labour Standards and the OECD Guidelines for Multinational Enterprises), into a specific internal Human Rights Policy which was formally approved in 2022 and endorsed by members of the Executive Committee.

A number of internal and external stakeholders supported the creation of the policy including divisional and functional representatives of the Human Rights Core Team and Steering Committee and members of the Legal & Compliance

team. Externally the policy was reviewed by representatives from specialist expert human rights organisations, academics and civil society. The policy was also presented and discussed at the Airbus Global Forum which brings together social partner representatives from the Company's sites around the world and the Societas Europaea Works Council ("SE-WC") which represents the Company's European social partners. An external Human Rights Policy Statement by the Company's CEO, Guillaume Faury, was published on the Company's website and provides a top level summary of the Company's Human Rights Policy commitments.

The commitments contained within the Human Rights Policy will be integrated into the Company through the deployment of a dedicated internal Directive. This Directive brings together external requirements such as legal requirements and international standards and principles, as well as existing internal commitments relating to human rights including the Airbus Code of Conduct, Airbus Supplier Code of Conduct, the International Framework Agreement and the Airbus Human Rights Policy. A key focus of 2022 included raising awareness of the Directive and respective requirements with a view to prepare the integration of the requirements into the Company's internal management system and processes. This work will continue to be a focus during 2023.

International Framework Agreement:

In the International Framework Agreement ("IFA"), the Company reaffirms it strives to respect the regulation regarding fundamental human rights, equal opportunities, free choice of employment, as well as prohibition of child labour and respect 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:

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, which is the document of reference for the Company's responsible supplier management. This Supplier Code of Conduct integrates the group-wide values and principles in line with internationally recognised standards and conventions (such as OECD and ILO).

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.

All suppliers are now being asked to sign a confirmation of compliance with the principles of the latest version of the Supplier Code of Conduct (or to confirm their own practices are aligned with the principles set out in this Code), and to cascade these principles throughout their own supply chains. The Company is committed to support suppliers, where necessary, to improve their own human rights due diligence.

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

<https://www.airbus.com/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 largely does not directly import minerals but these 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. The Company also benefits from the Responsible Mineral Initiative (RMI) experience & available audits, tools and standardised ways of working.

For the small portion of direct procurement of parts containing minerals in the Company's Defence and Space Division, a dedicated Conflict Mineral Management System has been established. For this small portion of direct import, the Defence and Space Division is proactively asking suppliers to disclose proof of responsible sourcing and is cross-checking this data with third parties' audits available through the RMI.

In 2022, the Company's Defence and Space Division imported articles made of tungsten of the relevant Taric code above regulatory binding threshold; those articles are used as counterweight for aircraft. The Company's Defence and Space Division forecasted this import and performed relevant due diligence for the unique supplier supplying the material involved. The supplier was informed that the Company's Defence and Space Division is expecting responsible sourcing for the tungsten purchased under this contract. The supplier demonstrated that this material was exclusively originating from responsible sources. This claim of responsible sourcing is based on third party audits of the smelters involved to deliver the products. The Company reviewed this claim and recognized that the audits were part of the RMI scheme and that smelters involved in the supply chain of the tungsten concerned metals conformed to RMI standards.

The Company is also monitoring developments at the European Commission on critical raw materials (CRM) and is investigating the possibilities to take a deeper look at its related supply chain, through direct involvement and/or trade associations. The Supplier Code of Conduct formally requires suppliers to establish a policy and a management system to assure that critical raw materials are sourced responsibly.

Responsible Mineral Policy is available [here](https://www.airbus.com/company/sustainability/human-rights.html).

<https://www.airbus.com/company/sustainability/human-rights.html>

Risk assessment and mitigation

The Company has adopted internal policies and management tools to perform the assessment, monitoring, mitigation and reporting of risk and compliance allegations, which are embedded into the Company's culture and processes.

Applied across the Company and its main subsidiaries, the Enterprise Risk Management System ("ERM") is a permanent top-down and bottom-up process, which is executed across Divisions at each level of the organisation. It is designed to identify and manage risks and opportunities.

ERM is an operational process embedded into the day-to-day management activities of programmes, operations and functions. The top risks and their mitigations are reported to the Board of Directors through a reporting synthesis, consolidated on a quarterly basis. The ERM system relies on five pillars:

- Anticipation: early risk reduction and attention to emerging risks;
- Speak-up and early warnings;
- Robust risk mitigations;
- Opportunities; and
- Strong Governance.

Sustainability risks and opportunities are fully embedded in the Company's ERM. Internal audits are also performed regularly across the Company, including on sustainability topics. External audits are also performed in line with certification requirements as detailed in the related material topic sections.

The Company's procurement-related risks and opportunities are also embedded into the Company's ERM process and include:

Impact on the local environment:

From the extraction of raw materials to the manufacturing of parts delivered to the Company, a supplier's industrial operations may have significant adverse impacts including on the land rights of the local or indigenous communities and on forced & child labour.

Business disruption risk:

In the event that a supplier fails to comply with environmental, human rights, health and safety laws and regulations, even if caused by factors beyond its control, that failure may result in the levying of civil or criminal penalties and fines against the supplier. Regulatory authorities may require them to conduct investigations and undertake remedial activities, curtail operations or close installations or facilities temporarily to prevent imminent risks.

In response to the above the Company deploys responsible sourcing activities and specific supplier due diligence actions in the frame of the SSCR.

2022 Airbus SE Universal Registration Document is available [here](#).



Salient Human Rights Issues:

The Company's identified salient human rights issues are embedded into the Company's risk portfolio in the frame of the Company's ERM system and associated response plans developed to address identified impacts. Actions are reviewed regularly by the Human Rights Core Team and any salient human rights issues requiring particular focus are escalated to the Human Rights Steering Committee as well as the Executive Committee and ECSC as required. An update of actions related to the Company's salient human rights issues follows, with further actions progressing throughout 2023.

Initial Identification

The Company's initial salient human rights issues were identified through a human rights impact and gap analysis carried out in 2019. This identification was based on desktop research, a benchmark of industry peers and companies in similar industries and an analysis of stakeholder expectations, including consideration from a rightsholder perspective. These issues were reviewed, updated and validated during 2020 through the Human Rights MFT and engagement with a number of key external stakeholders, including human rights NGOs, academics/ researchers and industry groups. The identified salient human rights issues relevant to modern slavery (with impacted rightsholders in parentheses) and actions undertaken during 2022 follows:

- Forced and child labour and other labour rights (contractors and supply chain): Key activities to mitigate the risk of forced and child labour and other labour rights in the Company's supply chain included the continued roll out of the Company's revised Supplier Code of Conduct, with strengthened expectations on forced and child labour as well as other human and labour rights and a requirement for suppliers to formally confirm adherence to the Supplier Code of Conduct and to cascade the principles throughout their supply chain. In addition, the Company took actions to include human rights in the supplier onboarding process and to strengthen its supply chain due diligence including updated risk mapping (country and activity) and a review of its risk identification and alert management process. For further information see Supply Chain section.

- The transition to decarbonisation (supply chain): 2022 was dedicated to identifying the key areas of risk that the Company's transition to decarbonisation may create, affecting in particular human rights. The identified areas include the potential impact on communities due to the production of sustainable aviation fuels (SAF), carbon offset initiatives and specific minerals required in the development and manufacturing of new technology. The Company is already engaged in various coalitions (e.g. the Roundtable for Sustainable Biomaterials and the International Sustainability and Carbon Certification) to ensure that human rights dimensions are considered in these areas.

Review of salient human rights issues

During 2022, the Company undertook a full review of its salient human rights issues. This review followed a similar process of identification as that undertaken in 2019 (via comprehensive document review, interviews with key internal stakeholders and verification including with internal and external stakeholders) and prioritisation and weighting based on severity (assessed on scale, scope and remediability criteria) and likelihood. During this review, stakeholder feedback was taken into account which led to the identification and prioritisation of 'underlying issues' to support more effective action plans. The review also included an analysis of the Company's ability to use its leverage to influence mitigation of the risk (e.g., whether it is directly linked to the risk), or whether the Company has caused or contributed to the risk. Actions to progress response plans will continue through 2023.

In addition, in order to strengthen the management of the action plans, a governance framework has been established such that the Company's salient human rights issues (and identified underlying issues) are sponsored by relevant members of the Company's Executive Committee who will provide oversight of the action plans within the frame of the Company's risk portfolio. In addition, a process for the regular review of the Company's salient human rights issues is currently being developed which will include ensuring a risk review is performed at least once per year, with a more in-depth review every three years.

Salient Human Rights Issues

- **Impacts related to products and services**
(passengers and citizens)
- **Impacts related to diverse and inclusive workplaces**
(own workforce)
- **Risk of forced labour**
(workers in supply chain)
- **Impacts related to sourcing of raw materials**
(workers in supply chain)



Supplier Risk Mapping:

The Company continued to assess its supply chain for any concerns related to human rights, including forced and child labour and other labour rights, throughout 2022.

Since 2018, the Procurement team has carried out annual proactive sustainability inherent risk mapping in line with international guidance, internal commodity expertise and externally available country indices.

In 2021 and 2022, with the support of external advisors, the Company upgraded its inherent risk mapping methodology building on risk indexes considering the location and the type of activity performed by the suppliers. This allowed the delivery of an up-to-date supplier sustainability risk assessment and to identify suppliers most at risk regarding human rights, environment and health and safety.³

The Company's sustainable supply chain team may receive alerts from other sources including through the Company's OpenLine grievance mechanism (see access to remedy), supplier onboarding process, media or directly from employees.

Supplier assessments:

Since 2019, the Company has worked with external expert companies to conduct evidence-based desktop sustainability assessments and specific on-site assessments covering human rights, labour practices, health and safety and environment.

Based on this assessment, a supplier not satisfying the Company's sustainability expectations, which means not meeting a defined level of maturity for each category, will be classified as "red flag", and will be requested to develop an improvement plan.

At the end of 2022, 99.5% of the suppliers identified as high risk according to the Company's 2019 risk mapping methodology (in 2022, 19 suppliers were removed from the list for reasons such as not doing business with the Company anymore, or being a distributor) completed an evidence-based desktop assessment compared to a target of 100%.

The Company also extended the coverage of the assessment to additional suppliers in order to progressively cover a more representative portion of its supply chain. At the end of the year 2022, 73% of the sourcing volume was covered.

Out of the suppliers completing an assessment, 16% (118) have at least one red flag (mainly linked to the environmental criteria).

A particular situation triggered by a result of an evidence-based desktop assessment, or by any sustainability alert, may lead the Company to request an on-site assessment at a particular supplier site. In 2022, the Company performed seven on-site assessments. The Company engaged with suppliers on findings in order to improve the situation, when relevant.

The results of the completed assessments are communicated during events with suppliers and engagement takes place with all supplier presenting findings. In addition, the Company reviews its relationship with suppliers who refuse to participate in its assessment programme.

Contractual requirements

The Company's standard procurement contract templates have evolved over the last few years to reinforce clauses relating to sustainability and environment which include requirements for suppliers to:

- comply with all applicable laws and regulations dealing with labour and employment, health and safety, environment, anti-corruption and bribery and personal data protection in relation to production, products and services;
- commit to apply and cascade in its supply chain the principles of the Company's Supplier Code of Conduct, including with regard to environment, human rights, labour practices, responsible sourcing of minerals and anti-corruption; and.
- comply with the Company's sustainability requirements such as maturity assessment by an external expert company and completion of a questionnaire during the call-for-tender phase.

The Company's contractual requirements enable assessment of levels of supplier compliance.

Due diligence:

During 2022, 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 focus, which will continue throughout 2023, included:

- Supply chain due diligence
- Due diligence within the Company's own operations

This due diligence is intended to support identification, prevention or mitigation and remediation of human rights risks across the Company's value chain, including risks related to forced and child labour, working time and wages, freedom of association and discrimination and harassment in both the Company's supply chain and own operations. Key activities conducted during 2022 under each due diligence workstream includes:

• Due diligence in the supply chain

In 2022 the Company launched a project aimed at reinforcing due diligence in its supply chain. The outcomes of the project will be rolled out in 2023. Activities under this project cover primarily the Company's own suppliers; nonetheless, if an alert raised is linked to an upstream supplier, the Company will act on it as appropriate. See details under the supply chain risk mapping section.

• Due diligence related to own operations

Through the HR team, the Company started to develop due diligence in order to identify ways to manage risk related to human rights within its own operations. This included:

- Development of a due diligence framework taking into account the OECD Due Diligence Guidance for Responsible Business Conduct.
- Formalisation of governance for progressing actions related to this framework, including the nomination of a project lead to support and progress actions.
- Prioritisation of actions linked to the Company's salient human rights issues, which includes plans to conduct a risk-based impact and gap analysis to understand the potential risk of forced labour on the Company's sites as well as review of relevant policies and processes.

See also social assessments section. Further actions will continue during 2023.

³ During 2020, Airbus Australia Pacific Ltd introduced risk assessments to their supplier on-boarding process. The process of risk mapping based on country and purchasing categories was completed during 2021 and will be reviewed and updated as an annual activity moving forward.



Social assessments (focused on human and labour rights) conducted on the Company's own sites:

During 2022, the Company continued to conduct on-site social assessments focused on human and labour rights covering its own sites. These assessments were carried out using an independent third-party social assurance provider consistent with the assessments carried out in the Company's supply chain.

Nineteen onsite social assessments (from a target of 18) were conducted in 2022 in countries including: China, Finland, France, Germany, Malaysia, Morocco, Romania, Saudi Arabia, Singapore, the UAE and the UK. 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 controlled affiliates self-assessment process. Relevant legislation was also taken into account.

During these assessments, findings were identified across 11 sites, including through in situ subcontractors. The Company aims to close all site findings without undue delay and within a maximum of 18-months.

In order to strengthen its due diligence process, 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, 29% of the Company's sites with 100+ employees have been assessed.

Effectiveness in tackling modern slavery

Access to Remedy:

During 2021, the Company continued to promote its SpeakUp and ListenUp culture related to human rights concerns, including reinforcement of the use of its OpenLine confidential reporting system, within its Supplier Code of Conduct.

In 2022, the Company undertook a gap analysis of its OpenLine policies and processes against upcoming legal requirements (e.g. the German Supply Chain Due Diligence Act) and international standards and principles related to human rights, in particular the UN Guiding Principles. Overall, the Company's existing policies and procedures align with benchmark recommendations. Recommended additional actions included a review of the languages OpenLine is available in, and having the link to OpenLine available on the 'contact us' page of the Company's website. These and other identified actions will be reviewed and progressively rolled out during 2023.

If an allegation of human rights breach received from within the Company or through its supply chain or other third-party business relationships is found

to be substantiated, remedy would be sought through a variety of mechanisms. If an alert is received via its OpenLine reporting system, the Company commits to acknowledge receipt of the report as soon as possible. The Company has a global network of internal investigators, tasked with investigating allegations, including those relating to human rights such as forced or child labour, or labour rights and working conditions.

During 2022, 28 alerts of concern were raised related to human rights or labour rights from within the Company's supply chain. This increase (from four disclosed in 2021) reflects the progressing maturity of the Company's due diligence efforts as well as increasing awareness on human rights topics. The alerts were raised through either the supplier screening process, external reports (media /NGO reports) or the Company's OpenLine. Following analysis, 24 of the alerts were closed with no required actions; four remain open pending completion of required actions.

The Company will continue to investigate any new alerts during 2023.

KPIs

Human Rights	GRI	SDGs	Others		
	412 Human Rights Assessment 408 Child Labour 409 Forced or Compulsory Labour	4,5,8,16	Vigilance Plan		
Highest governance body(ies) involved	Board of Directors / ECSC Executive Committee				
Related corporate policies and reference documents	Code of Conduct; International Framework Agreement; Airbus Supplier Code of Conduct; Airbus Human Rights Policy				
Commitments to take into account external standards and frameworks	International Bill of Human Rights, ILO's Declaration on Fundamental Principles and Rights at Work and its Core Labour Standards, OECD Guidelines for Multinational Enterprises, United Nations Guiding Principles				
KPIs	Target	Target Year	2021	2022	2022 v. 2021
% of investigations completed or in progress ⁽¹⁾	100%	Permanent	100%	100%	-
% of sites having undertaken a social assessment ⁽²⁾	100%	2026	10% ⁽⁶⁾	29%	+19pp
% of findings closed within 18-months ⁽³⁾	100%	Permanent	100% ⁽⁷⁾	100% ⁽⁷⁾	-
% of identified high risk suppliers ⁽²⁾ , who have undergone a sustainability assessment	100% ⁽⁵⁾		95%	99.5%	+4.5pp
% of sourcing volume covered by supplier commitment to the Supplier Code of Conduct ⁽⁴⁾	85%		79% ⁽⁵⁾	86% ⁽⁶⁾	+7pp
Other key metrics	2021	2022	2022 v. 2021		
Number of participants to human rights trainings – cumulative, reporting period: 1 Oct - 30 Sep ⁽⁴⁾	5,789	6,955	+1,166		
Number of alerts of human rights concerns ⁽⁵⁾	4	28	+24		

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 (based on number of in scope sites at 2020). ⁽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⁾ including forced labour and labour rights (received via OpenLine and other means) through the Company's supply chain. ⁽⁶⁾ cumulative since 2020. Due to a change in calculation methodology, this number has been reduced based on the 2021 report. ⁽⁷⁾ number of site findings closed within 18 months 100%. Closure of identified findings related to corporate management systems pending release of the Company's Sustainability Due Diligence and Human Rights Directive. Based on 2019 risky suppliers (see details further in § Risk Management/1. Supply base risk mapping). 19 suppliers have since 2019 been removed from the scope (see details below).

Additional resources
Code of Conduct, Supplier Code of Conduct, Modern Slavery Statement, Human Rights on Airbus.com, OECD Guidelines for Multinational Enterprises, Due Diligence Guidance for Responsible Business Conduct, ILO Declaration on Fundamental Principles and Rights at Work

Training and capacity building

During 2022, the Company continued to raise awareness of human rights, including through the promotion of its dedicated training on human rights and modern slavery, which is available to all employees in four languages. This training was updated during 2022 to take into account the publication of the Human Rights Policy.

During the period 1 October to 31 September 2022, 1,166 participants undertook this training (6,955 in total since its launch), which included information on how to identify the signs of human rights abuse and what to do if anybody has concerns. This training will be part of the compulsory training for all employees of the Company during 2023.

Also during 2022, the Company created a dedicated eLearning module on human rights targeting “Level IV” managers, including the heads of its subsidiaries and controlled affiliates. This eLearning formed part of the compulsory training for the Company’s Executives during 2022 and will remain on the list during 2023. Since its launch up to 31 September 2022, 489 participants have completed this training.

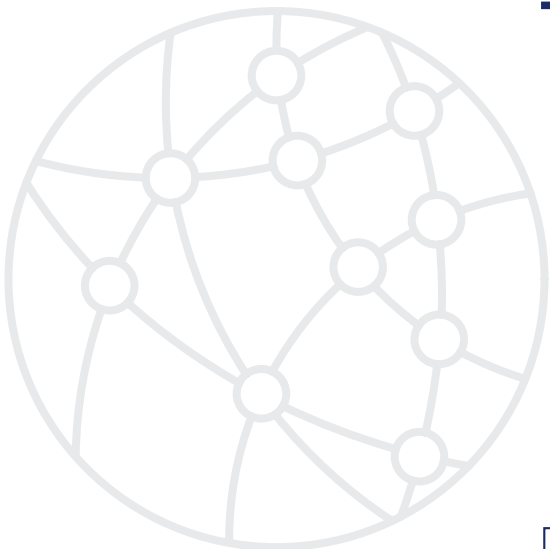
In addition the Company introduced a pilot programme of in-depth training aimed at buyers and supply chain quality managers focused on human rights and in particular identifying forced labour. This programme aims to provide interactive small group virtual training to ensure deeper understanding and engagement. The aim is that this training will be rolled out further during 2023.

The Company also published a number of articles on human rights internally via its Hub Portal and Airbus TV during 2022. 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. Communication will continue throughout 2023.

Future outlook

During 2023, 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.
- Capacity building with key teams including development of training, communication and awareness raising.
- Ensuring alignment of actions with current and upcoming legislation.



For the policies and codes referenced within this Statement that are published on the Airbus website, see: www.airbus.com

Further information on the Company’s approach to sustainability can be found on www.airbus.com under the sustainability section: www.airbus.com/company/sustainability.html



Any other relevant information:

Dialogue and Cooperation:

Labour relations and social dialogue are fully part of the Company's DNA and, therefore, their continuous evolution and improvement are embedded in the Company's Human Resources strategy supporting the Company's business challenges and the sustainability roadmap. It includes discussions about the identification and mitigation of risks inherent to Company's activities and those of its suppliers with regards to human rights, environment and health & safety. In cases of restructuring, the Company strives to limit as much as possible the negative impacts on its workforce and considers employment as a priority.

Regular social dialogue is ensured at global, European and local levels as per ILO requirements, local legislation and Company agreements about social dialogue, for instance thanks to the Company's European SE-WC agreement which was updated in 2018.

Sites outside Europe are also covered by the Company's IFA framing the social dialogue and social culture in line with local labour legislation, culture and practices of respective countries.

In line with the Company's global social dialogue strategy and since 2019, the discussions with its social partners have not only been assured at local or European level but also at global level with the creation of the Airbus Global Forum ("AGF"). In line with the Company's commitments in terms of sustainability, the AGF is a clear illustration of the Company's engagement for a responsible social dialogue. The seat allocation for employee representatives is based on headcount distribution across the globe and conditional to existing legal employee representation as per applicable regulations and practices in the relevant countries.

Global Deal for Decent Work and Inclusive Growth:

The Company is an active member of the Global Deal for Decent Work and Inclusive Growth initiative ("Global Deal") that was developed in cooperation with the ILO and OECD. The Global Deal is a multi-stakeholder partnership between governments, business and employers' organisations, trade unions, civil society and other organisations that seeks to make economic growth work for all against a backdrop of rapid changes in the world of work.

Stakeholder engagement and collaboration:

During 2022, 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. As part of its membership, the Company also took part in three dedicated workstreams: downstream due diligence, environment and human rights and tracking and measurement, the progress of which were shared with other GBI members.

The Company is also a member of a number of industry trade associations which during 2022 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 is a founding member of the International Aerospace Environmental Group ("IAEG"), which is working on common aerospace industry standards and tools. Under the Company's leadership, the IAEG (initially focused on environment) extended its scope of actions to environmental, social and governance topics. In 2022, and co-led by the Company, a contract has been established between IAEG and the selected service provider to build a sectoral approach for supplier engagement and 2023 will be the year of deployment.

In 2019, the Company joined the Responsible Business Alliance's Responsible Mineral Initiative ("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 2022, it decided to extend its membership to the whole Responsible Business Alliance ("RBA") initiative.

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, researchers, civil society organisations, officials and peers.

In addition, an update of the human rights roadmap was also presented to key internal stakeholder groups including the SE-WC comprising social partners from across the Company's European sites.



This Statement has been approved by the Airbus SE Board of Directors and satisfies the requirements of the UK ‘Modern Slavery Act 2015’ and the Australian ‘Modern Slavery Act 2018 (Cth)’.

It has been signed by the Chief Executive Officer of Airbus SE who is a member of the Board of Directors. In addition, it has been signed by key senior stakeholders, namely the Executive Vice President Communications and Corporate Affairs, the Chief Human Resources Officer and the Chief Procurement Officer.



Guillaume Faury
Chief Executive Officer
3 May 2023



Julie Kitcher
**Executive Vice President
Communications and
Corporate Affairs**
3 May 2023



Thierry Baril
**Chief Human Resources Of-
ficer**
3 May 2023



Jürgen Westermeier
Chief Procurement Officer
3 May 2023