

ANTI-SLAVERY POLICY

Etihad Aviation Group (EAG) is committed to a zero-tolerance approach to human trafficking and modern slavery¹ in any of its businesses. We will not condone the use of fraud, force, coercion or any other activity that contravenes anti-slavery laws and regulations in the countries where we operate.

In particular, EAG:

- Prohibits the arbitrary or unlawful retention of identity documents, passports or other travel documents from individuals;
- Prohibits its recruitment agents from charging employment candidates fees to secure work permits or to facilitate travel;
- Ensures that procedures and processes are in place to assist in the identification of potential trafficking within our business, our supply chains and with those travelling on Etihad Airways;
- Undertakes appropriate risk assessment and due diligence in the supply chain, taking account of existing human rights in countries that we operate, the types of services provided and the complexity of the supply chain;
- Provides safe, confidential communication channels for individuals and organisations to report actual, suspected or potential non-compliance with this policy; and
- Provides appropriate training to ensure that this policy is implemented effectively.

EAG will take appropriate action against employees, recruitment agents and contractors for violating these rules. Such action might include blacklisting of recruitment agents and contractors, and potential termination of employment.

EAG will cooperate fully with government authorities in countries that it operates and will initiate investigations into cases of suspected non-compliance with this policy where required.



Tony Douglas
Group Chief Executive Officer
Etihad Aviation Group

¹Slavery includes human trafficking (arranging/facilitating travel with a view to exploitation), servitude (assuming ownership of a person by somehow denying their freedom including through denying access to travel documents or imprisonment) and forced labour (using threats or intimidation or by causing accumulated debt, retention of ID/travel documents etc.)