

## **Modern Slavery Act Transparency Statement 2016**

This statement summarises our current approach to combat modern slavery, in accordance with section 54(1) of the Modern Slavery Act 2015, covering the 2016 calendar year.

Etihad Aviation Group (EAG) is committed to operating responsibly, ethically and in compliance with all applicable laws.

EAG does not tolerate any form of modern slavery, human trafficking or forced labour. EAG requires and expects the same approach from its staff, suppliers and associates.

The EAG Code of Business Conduct includes principles on treating people honestly, fairly and with respect, and defines policies on fair treatment at work, ethical business conduct and compliance with legal requirements. The Code is distributed to all employees and made available on line and in print. All EAG employees are required to complete an e-learning course on the Code of Business Conduct.

Staff are encouraged to report any concerns to their line manager, or confidentially through an independent, multi-lingual global reporting service. Staff are reminded of this mechanism, which is also available for customers, members of the public and other stakeholders, through regular communiques.

The Code of Ethical Purchasing and Supply outlines requirements for suppliers of Etihad Airways. This Code includes specific references outlining that suppliers must not use forced or child labor, including excessive maximum legal working hours, mental and/or physical forms of disciplinary action. Breaches of this Code may result in termination of the supplier contract.

All UAE-based contractors are aware of EAG's employee welfare practices and are required to ensure that all relevant UAE laws relating to labour, welfare and rights are followed. Contracts with suppliers require compliance with all applicable laws, including labour laws. EAG also follows a comprehensive evaluation process for all suppliers, to ensure that they are in compliance all national labour laws, statues and regulations, and recognised international laws where applicable overseas.