

AIRBUS PARTNER EXPECTATIONS

The following expectations are addressed to all partners and similar collaboration projects, and sets forth Airbus' commitments and the expectations Airbus has of its partners related to responsible and ethical business practices across all aspects of their activities and supply chains. These commitments should be considered alongside those more widely defined within the **Airbus Code of Conduct** (see [here](#)).

Compliance with laws

Airbus is committed to complying with all applicable laws and regulations wherever it operates.

Airbus expects its partners to do the same.

Integrity & business ethics

Airbus is committed to adhering to the highest standards of integrity and business ethics, including regarding anti-corruption, bribery, fraud and conflicts of interest.

Airbus expects its partners to do the same.

Health and safety

Airbus is committed to embedding health and safety rules and good practices at all times, anticipating risks and adopting appropriate mitigation measures.

Airbus expects its partners to do the same.

Human and labour rights

Airbus is committed to embedding and advancing respect for human rights throughout its business, operations and supply chain, aligned with international human rights standards and principles including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Practice and the International Labour Organization (ILO) Core Conventions.

Airbus expects its partners to demonstrate the same commitment, including ensuring fair working conditions, that are free from forced and child labour, human trafficking and worker exploitation, including restrictions of movement, recruitment fees, confiscation of identity documents, and withholding of wages.

The **Airbus Code of Conduct** can be found on Airbus.com [here](#)



Community and land rights

Airbus is committed to respect the rights of the local communities in which it operates or is engaged.

Airbus expects its partners to demonstrate the same commitment, including respecting the rights of indigenous peoples and the right to free, prior and informed consent, ensuring they do not engage in unlawful land acquisition, forced evictions or environmental damage through their business activities.

Environment

Airbus is committed to reducing the environmental impact of its products, services and operational activities. This includes setting targets to reduce CO2 emissions, energy consumption, water use, volatile organic compound (VOC) emissions and waste generation as well as minimising the risks of other environmental impacts including pollution.

Airbus expects its partners to uphold strong environmental standards and integrate environmentally responsible practices into their activities to actively manage environmental risks and minimise environmental impacts in all areas of operation.

Privacy and personal data protection

Airbus is committed to implementing robust data protection measures to protect the privacy of individuals, including employees, customers, suppliers and other stakeholders.

Airbus expects its partners to do the same.

Grievance mechanism

Airbus is committed to provide publicly available channels* for concerned employees, third parties or stakeholders to raise concerns confidentially and anonymously where legally permissible, including those related to responsible and ethical conduct. Airbus does not tolerate any retaliation against those who speak up in good faith.

Airbus expects its partners to do the same.

Due diligence

Airbus is committed to conduct risk based due diligence, aligned to international standards, including the OECD Due Diligence Guidance for Responsible Business Conduct, to identify and address adverse human rights, environmental and ethical impacts across its value chain.

Airbus expects its partners to also conduct risk based due diligence aimed at identifying and addressing adverse human rights, environmental and ethical impacts of their business activities and relationships.

The **Airbus Supplier Code of Conduct** can be found on Airbus.com [here](#)



* The Airbus OpenLine may be used to raise concerns, including on any topics mentioned in this Partner Expectations document: www.airbusopenline.com.