Policy statement on human rights

October 2026

A commercial aircraft manufacturer, with defence and space as well as helicopters Divisions, Airbus is the largest aeronautics and space company in Europe.

Airbus SE (together with its subsidiaries, "Airbus") has prepared this policy statement pursuant to section 6(2) of the **German Act on Corporate Due Diligence Obligations in Supply Chains** of July 16, 2021 (Lieferkettensorgfaltspflichtengesetz) ("the Act"). It covers the following entities which fall within the scope of the Act: Airbus Operations GmbH; Airbus Defence and Space GmbH; Airbus Helicopters Deutschland GmbH; Airbus GmbH, Airbus Aerostructures GmbH, and Tesat-Spacecom GmbH & Co. KG.

The topics in this policy statement are limited to those covered under **section 2(2)** and **section 2(3)** of the Act.

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Commitment to respecting human rights and the environment

As a global company operating in 180 locations worldwide, Airbus recognises the importance of upholding commitments to respecting human rights and the environment. This commitment applies not only in its own business area, but Airbus also strives to apply this commitment across its value chain.

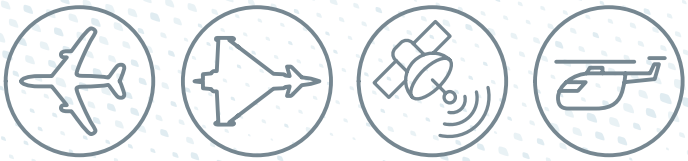
Airbus' human rights ambition is to '**embed and advance respect for human rights throughout our business, operations and supply chain**'. As such, Airbus is committed to take into account the following international standards and principles:

- International Bill of Human Rights, consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- OECD (Organisation for Economic Cooperation and Development) Guidelines for Multinational Enterprises on Responsible Business Conduct
- OECD Due Diligence Guidance for Responsible Business Conduct
- Ten Principles of the UN Global Compact, of which Airbus has been a signatory since 2003

In addition, "respect human rights" has been prioritised as one of the four sustainability commitments agreed by the Executive Committee (EC) and at Board of Directors level through the Ethics, Compliance and Sustainability Committee (ECSC). Furthermore, in reflection of the growing importance placed on this topic, "respect human rights" has been endorsed as one of the Top Company Objectives in the "in all we do, we" section which aims to anchor good governance practices and values into the business.

Airbus is committed to protecting the environment and human health and reducing the impact of its activities by continually improving its environmental management and by accounting for its compliance obligations. The Airbus integrated site and product environmental management system, certified to ISO 14001, provides the framework for driving the company's environmental objectives. This also includes managing regulated substances, aiming at their elimination.

These commitments are integrated within Airbus policies, such as the human rights and environmental policies, and embedded throughout the company through its business management system.



AIRBUS

Governance

Conscious of the strategic importance of sustainability, Airbus has defined governance at the highest level. Oversight has been established at the Board of Directors level through the ECSC. Under the Board Rules, the Board of Directors delegates the day-to-day management of Airbus to the CEO, who, supported by the EC, makes decisions with respect to the management of the company, including sustainability which covers human rights and the environment. The EC 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 Chief Sustainability Officer and Communications has top level accountability for respecting human rights and the environment at EC level.

In addition, Airbus has developed specific roadmaps (multi-functional teams addressing cross-functional and cross-divisional sustainability topics) which focus on the main areas where Airbus activities could have potential human rights or environmental impacts, for example:

- Human Rights Roadmap
- Environmental Roadmap
- Sustainable Supply Chain Roadmap

Each roadmap considers its context, stakeholder needs and expectations, compliance obligations, relevant aspects and impacts, and related risks and opportunities to define a strategy and objectives within the framework of the Sustainability and Environment Management System.

Due to the transverse nature of human rights and environment topics, various functions are responsible for managing compliance with the relevant commitments outlined within company policies (see 'Policy commitments' section) and developing measures to support implementation, including assignment of roles and responsibilities within their own organisation and provision of resources to conduct risk-based due diligence.

Other networks within Airbus that support implementation and compliance include for example, the Ethics & Compliance Network, the Privacy Network, and the Inclusion and Diversity Network.

In addition, Human Rights Officers have been appointed and associated governance has been implemented in Germany at divisional level to monitor the risk management system and review the risk analysis, remediation and prevention within the legal entities that fall within the scope of the Act. Reporting in this respect to the National Human Rights Officer and the Head of the Human Rights Roadmap, the Human Rights Officers also provide reports to the management board of each Division, at least once per year, including progress of actions concerning mitigation/prevention and remediation of any identified risks or actual violations.

Risk management and analysis

The Airbus Enterprise Risk Management (ERM) system integrates risks and opportunities identified throughout the company's activities, processes and assets. The ERM system has been defined in reference with the ISO 31000 standard for risk management.

The ERM system encompasses the following five pillars:

1. Anticipation: enabling anticipation and raising attention on external threats
2. Speak-up: encouraging people to share early warnings
3. Robust risk mitigation: implementation of robust mitigation plans to reduce the risk criticality to a predefined target level
4. Opportunities: encouraging similar attention and effort between risks and opportunities
5. Governance: ensuring clear roles and responsibilities

Identified salient issues

Airbus is committed to identifying and addressing its salient issues through ongoing monitoring of internal and external risks, including within its supply chain, and engagement with key internal and external stakeholders.

Taking into account that salient issues may change over time due to internal and external influences, Airbus is committed to reviewing them on a regular basis. This includes an annual review to identify any new issues that may need prioritisation, a comprehensive more in depth review conducted every three years and ad hoc assessments as required.

The methodology used by Airbus for identifying its salient issues is based on the UNGPs and includes an assessment of impacts in terms of severity (scope, scale, irremediability), and likelihood to inform prioritisation. The results of this analysis are reviewed by both internal and external stakeholders, prior to final validation at EC level.

All identified salient issues are recorded as risks through the ERM system and governance follows a similar process as the one existing for the company's top company risks. For example, sponsorship of each salient issue is at EC level with nominated salient issue owners who have responsibility to develop and implement action plans as well as setting measures of effectiveness. Reporting of the progress of actions to the EC is conducted at least once per year including during the ERM presentation of top company risks as well as through relevant steering committees and other Risk & Opportunity Boards at functional and divisional level.

Salient Issue*	Priority Focus Area
Impacts related to **climate transition technologies and solutions**	Potential that new technologies and solutions related to the climate transition (e.g., carbon offset, renewable energy projects, just transition etc) may adversely impact supply chain workers and local communities, including land rights, the rights of indigenous communities and worker exploitation. *(Linked to impacts related to raw material extraction and impacts related to work exploitation in Airbus' supply chain.)*
Impacts related to **respect and equal treatment of own workforce**	Potential that Airbus employees may be adversely impacted by harassment and discrimination in the workplace.
Impacts related to **raw material extraction**	Potential that mining and transforming minerals into primary materials may impact workers and communities, e.g., forced and child labour, land rights, environment and health & safety. *(Linked to impacts related to climate transition technologies and solutions, and impacts related to worker exploitation in Airbus' supply chain).*
Impacts related to **worker exploitation in Airbus' supply chain**	Potential for worker exploitation in Airbus' supply chain, including in situ-contractors on Airbus sites, including indicators of forced labour, such as excessive working hours, unpaid overtime, inadequate rest periods, unfair recruitment etc. *(Linked to impacts related to climate transition technologies and solutions, and impacts related to raw material extraction.)*
Impacts related to **health and safety**	Potential that workplace stress or pressure on Airbus employees may lead to impacts related to mental health and wellbeing.
	Potential that working conditions or operational incidents on Airbus sites may lead to physical injury or health impacts on Airbus employees and in situ-contractors.
	Potential exposure to substances that may lead to health effects for Airbus employees.

* Status at the time of publication of policy statement

PREVENTATIVE MEASURES

Policy commitments

Key Airbus policies have clear expectations towards its own operations (including controlled affiliates) and suppliers, and include:

- Airbus Code of Conduct
- Airbus Company Human Rights Policy
- International Framework Agreement
- Airbus Environmental Policy
- Airbus Health & Safety Policy
- Airbus Supplier Code of Conduct
- Airbus Company Human Resources Policy

Airbus' policy commitments on human rights and the environment are being embedded throughout the company through a Sustainability Due Diligence and Human Rights Directive which defines and establishes a set of Airbus business requirements. These business requirements will be integrated into the Airbus Business Management System and be supported by methods, processes and guidance. Internal capacity building, including training and awareness raising will also support adherence.

Airbus Code of Conduct

The Airbus 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 employees and directors, regardless of their job title, responsibilities, seniority or location, within every subsidiary or joint venture where Airbus has control.

The **Airbus Code of Conduct** can be found at **www.airbus.com**

Airbus Company Human Rights Policy

The Airbus Company Human Rights Policy was developed taking into account best practice frameworks and feedback from external stakeholders including representatives from civil society, academia and human rights organisations.

As well as a commitment to respecting human rights through the implementation of due diligence and compliance with applicable law, the following are the baseline expectations outlined in the Airbus Company Human Rights Policy based on international standards and principles including the UNGPs, the OECD and the ILO.

The Airbus Company Human Rights Policy covers all employees worldwide (including affiliates for which it has decisive influence) and contractors whilst on Airbus sites or at work under the responsibility of Airbus.

Forced Labour and Modern Slavery:
In accordance with ILO Conventions C29 (forced labour) and C105 (abolition of forced labour), Airbus will not tolerate any form of modern slavery or human trafficking, including forced, bonded, indentured or involuntary prison labour. Airbus will provide all employees with a written contract in a language they understand covering wages, working hours, benefits and other working and employment conditions. Airbus will not retain, destroy or deny access to any form of employee identification, unless required by applicable law. Airbus will not charge fees, including recruitment costs or deposits, directly or indirectly as a precondition of work and will respect the right of workers to leave the workplace after their working day, to terminate their employment after reasonable or contractual notice and to receive allowed salary.

Child Labour:
In accordance with ILO Convention C182 (child labour) Airbus condemns all forms of child labour. As a minimum, Airbus respects the minimum working age as defined by ILO Convention C138 or the provisions of national law or valid collective agreements, if they are more favourable to the child. Airbus is committed to protecting all workers under the age of 18 from performing work that is likely to be hazardous or harmful to their education, health, physical, mental, social, spiritual, or moral development.

Migrant Workers:
Migrants, migrant workers and their families may be vulnerable owing to their foreign or regional origin, particularly if they are irregular or undocumented migrants. Airbus will respect the rights of migrants, migrant workers and their families. Airbus is committed to employing migrant workers in compliance with the immigration and labour laws of the host country.

Social Dialogue and Freedom of Association:
In accordance with ILO Conventions C135 (workers' representatives), C87 (freedom of association and protection of the right to organise) and C98 (right to organise and collective bargaining), Airbus respects the rights of employees to exercise lawful rights of free association, including joining or not joining any association of their choice within the appropriate national or local legal framework, without fear of reprisal, intimidation, interference or harassment. Where employees are represented by a legally recognised union, Airbus is committed to establishing constructive dialogue with their freely chosen representatives, with whom Airbus is committed to bargaining in good faith.

Remuneration:
Subject to national legislation and collective agreements, Airbus recognises the principle of fair reward for labour and respects the principle of equal remuneration for men and women for work of equal value, in accordance with ILO Convention 100 (Equal Remuneration). In addition, Airbus will compensate employees in-line with applicable laws, in accordance with the terms of applicable collective bargaining agreements and relative to the industry and local labour market. Airbus will also provide as a minimum all legally mandated benefits including, in accordance with ILO Convention 102 (Social Security (Minimum Standards)), provision of financial protection against work accidents or sickness, including death in service. Airbus does not permit the deduction of wages as a disciplinary measure nor permit any other deductions which are not provided by national law.

Working Time and Leave:
Airbus will respect the national legislation, conventions and business practices, including acting in consideration of ILO standards, regulating working hours, resting hours, maximum consecutive days of work and annual leave. All hours worked beyond the normal work week and approved by management will be handled as per applicable legislation, regulations and agreements (e.g., compensatory time-off, paid overtime, time saving account, etc).

Occupational Health and Safety:
As expressed in the Airbus Occupational Health & Safety Policy, Airbus is committed to pursuing and promoting the highest standards of health and safety in its operations and among its suppliers. The ultimate objective is to protect the health, safety and welfare of employees, contractors, visitors and others who may be affected by its work activities, paying particular regard to the needs of vulnerable groups, such as the young, those with disabilities and new and expectant mothers.

Inclusive and Diverse Workplaces:
In accordance with ILO Convention C111 (discrimination – employee and occupation), Airbus is committed to creating an inclusive working environment, upholding equal opportunities and is intolerant of any form of discrimination against employees, partners, customers, stakeholders and anyone else with whom it has any contact or on whom it can have an impact. Airbus is committed to all aspects of employment being based on merit and actively seeks to foster inclusive leadership. This includes hiring policies and practices, earnings, employment conditions, access to training, development and promotion, and termination of employment.

Harassment and Bullying:
Airbus is committed to providing a work environment that is free from physical, psychological, sexual, and verbal harassment, intimidation, pressure or other abusive conduct. Airbus does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Data Privacy:
As expressed in the Airbus Data Governance Company Policy, Airbus is committed to the protection of personal data of individuals whether employees, customers, suppliers or third parties, to respect their rights under applicable data protection laws and to respect their right to privacy in general. In particular, Airbus is committed to protect personal data from unauthorised access, destruction, use, modification and disclosure. Airbus will process personal data for specific and legitimate purposes only under all applicable restrictions and protection as required by applicable laws.

Environmental Protection:
As expressed in the Airbus Company Environmental Policy, Airbus is committed to reducing the impact of its activities, products and services by continually improving its environmental management and by accounting for its compliance obligations. The Airbus site and product environmental management systems provide the framework for driving the company's environmental objectives. This includes strong engagement to reduce Airbus' environmental footprint, leveraging its technological innovation and taking a lifecycle perspective.

Community Impacts:
Airbus values its local communities and commits to respecting their human rights by seeking to identify and address potential and actual impacts including any concerns raised through the Airbus OpenLine.

Products and Services:
Airbus products and services connect people, support economic growth, help save lives and enable governments to protect citizens, security, values and vital infrastructure.
Airbus complies with national and international sanctions and export control laws and regulations.
As outlined in the Airbus Commitment to Just & Fair Culture for Product Safety & Quality, as a first priority, Airbus will do its utmost to ensure that product safety is never compromised. The Airbus Safety Management System facilitates consistent implementation across Airbus company-wide and Airbus is committed to ensure the appropriate reporting channels are available and known to all employees to report product safety and quality related matters in an atmosphere of trust and empowerment.

Supplier Engagement:
Airbus suppliers are required to comply with applicable laws and regulations. Airbus also expects all of its suppliers to commit to the principles of the Airbus Supplier Code of Conduct and expects them to cascade these principles throughout their own supply chain. This includes the requirement for suppliers to take appropriate steps to reduce risk and ensure their operations do not cause or contribute to human rights abuses and to remedy any adverse impacts directly caused, or contributed to, by their activities or through business relationships.
In addition, Airbus is committed to reviewing its policies and processes and their potential impact on human rights within its supply chain. This includes a commitment to being fair and reasonable in its payment practices and to pay undisputed and valid invoices on time in accordance with agreed contractual payment terms and applicable laws.

International Framework Agreement

The International Framework Agreement reaffirms Airbus' willingness to respect the regulations regarding fundamental human rights, equal opportunities, free choice of employment, as well as prohibition of forced and child labour and respect for the conditions for social dialogue.

Airbus 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).

Airbus Supplier Code of Conduct

Airbus expects that all business shall be conducted by its suppliers in compliance with the principles of the Airbus Supplier Code of Conduct, which is the document of reference for its approach to responsible supplier management. The Airbus Supplier Code of Conduct, which is based on the International Forum on Business Ethical Conduct (IFBEC) model code of conduct, integrates the group-wide values and principles in line with internationally recognised standards and conventions (including the UNGPs, OECD and ILO).

In addition, all Airbus suppliers are required to confirm adherence to the principles of the Airbus Supplier Code of Conduct, including on human rights (covering topics such as child and forced labour, harassment, working conditions, health & safety and freedom of association), and the environment (covering topics such as substances and chemical management and sustainable product and process development). See section on supply chain due diligence.

Airbus encourages suppliers to be transparent if they have any concerns complying with its supplier principles and expectations and is committed to supporting them, where necessary, to make improvements including to their own human rights or environmental due diligence.

The **Airbus Supplier Code of Conduct** can be found at: **www.airbus.com**

Due diligence

Airbus is committed to undertaking due diligence throughout its own operations, business and supply chain in respect of activities under its full direct control and as per applicable law to identify and cease, prevent or mitigate any adverse human rights and environmental impacts related to its business activities. Airbus' due diligence focuses on the following areas:

- Supply chain
- Own operations
- Ad-hoc

This due diligence approach is aligned with the OECD Due Diligence Guidance for Responsible Business Conduct and includes the following steps:

1. Embedding responsible business conduct
2. Identifying and assessing potential and actual impacts
3. Acting to address, cease, prevent, mitigate or avoid adverse impacts
4. Tracking performance including use of appropriate key performance indicators (KPIs) and targets
5. Communicating and reporting on findings and performance
6. Cooperating in appropriate remedy

Several functions contribute to the operational implementation of due diligence, including Human Resources, Procurement and Legal and Compliance, supported by the relevant roadmaps described in the Governance section.

Supply chain due diligence

Ensuring respect for human rights and the environment is embedded into how Airbus selects, onboards and contracts with its suppliers.

For example, all Airbus suppliers[1] are screened prior to being engaged, including for risks related to human rights and the environment, via a third party supplier screening tool. If a 'red flag' is highlighted for a supplier, an internal review will take place which may result in escalation depending on the severity of the alert.

Airbus' standard procurement contract templates have evolved to reinforce clauses related to human rights and the environment. This includes requirements for Airbus suppliers to comply with applicable laws and regulations in connection with human rights, labour and employment, environment and health & safety, commit to apply (and cascade throughout their own supply chain) the principles of the Airbus Supplier Code of Conduct (see section on Airbus Supplier Code of Conduct under 'Policy commitments') and to comply with other requirements such as to cooperate with a request for an evidence based sustainability maturity desktop assessment (SMDA) and/or on-site assessment conducted by a third party social assurance provider.

Once a contractual relationship has been established, Airbus identifies suppliers with the highest human rights and environmental risks through the application of a risk-based analysis of both the supplier's geographical location and nature of their activity using specialist third party risk indices. Following this analysis, suppliers[2] identified as high risk are required to complete an evidence based SMDA undertaken through a third party social assurance provider.

Following completion of an SMDA, if a 'red flag' is raised, and depending on the severity of the risk, the supplier may be requested to prepare an appropriate action plan to demonstrate how they will mitigate or prevent the identified risk or the supplier may be required to undertake an on-site assessment to be performed by a third party social assurance provider. Actions may also involve coordination/collaboration with sector-specific or cross-sector initiatives as appropriate.

If Airbus does not consider that the action plan is sufficiently progressing, or if actions are insufficient to prevent or minimise the risk, then the contractual relationship with that supplier may be reviewed.

Airbus also monitors supplier risk on an ongoing basis through its OpenLine grievance mechanism (which is open to Airbus employees and third parties including workers in its supply chain, see 'Grievance mechanism' section) and 'informal channels' such as external reports (media /NGO reports) as well as through supplier visits.

If Airbus receives substantiated knowledge of a violation of a human rights or an environmental-related obligation, then Airbus will investigate, without undue delay, to understand the severity and scale of the violation as well as any required mitigation actions. This investigation will normally take place through engagement with the relevant Airbus supplier. After investigation, and depending on the severity, the supplier could be asked to propose follow-up action as described above or Airbus may require an on-site assessment.

For any alerts identified associated with the supply chain of an Airbus supplier, Airbus will, as a priority, require action to be taken via the Airbus supplier and will monitor the implementation of relevant actions.

Due diligence in Airbus' own operations

Expectations related to workers in Airbus' own operations are set out in the Airbus Company Human Rights Policy (see 'Policy commitments' section).

Airbus regularly checks adherence to international standards and principles, minimum legal obligations and its own commitments through onsite assessments, focused on human and labour rights, conducted on its own sites including the sites of its controlled affiliates. These assessments are conducted by a third party social assurance provider, consistent with that used for its supply chain, and sites are prioritised based on the same analysis of risk including geographical location.

The assessments include a review of policies and processes (including those of any suppliers based on that site) as well as interviews with direct employees and onsite contractors. Any findings raised are discussed with the site's management team (or at corporate level if the finding relates to corporate actions) and action plans for addressing the findings are agreed, which includes any appropriate remediation and integration of feedback of lessons learned, such as repeated problems requiring more systemic changes. Any findings identified in relation to the suppliers working on site will also trigger an action plan to be followed by the Procurement function. Airbus aims to close all site findings without undue delay and within a maximum of 18 months (depending on the severity).

In addition, all Airbus employees as well as onsite contractors are encouraged to report any alerts of concerns through the Airbus grievance mechanism (see 'Grievance mechanism' section).

[1] When Airbus suppliers are mentioned, this refers to tier one suppliers.

[2] Note: whilst all Airbus suppliers including suppliers of Airbus' controlled affiliates, are part of its supply chain due diligence (onboarding, ad hoc and informal alert reporting), currently only suppliers of core entities are covered through the sustainability questionnaire, SMDA and risk-based supplier analysis.

Ad hoc due diligence

Airbus is committed to conducting ad hoc due diligence when it expects a significantly changed or significantly expanded risk situation in its own business area or that of an Airbus supplier, including due to the introduction of significant new products, projects or business fields.

Awareness raising, training and capacity building

Training solutions are provided to all employees to promote awareness of human rights and the environment and to enable their integration into business processes and decision making. Employees identified as working in areas where human rights are considered high risk are equipped to address human rights as appropriate to their role linked to competency requirements.

Furthermore, Airbus will support suppliers to access topic-specific training as required if any risks are identified related to human rights or the environment.

Grievance mechanism

Airbus is committed to promoting open and trusting dialogue within its own operations, supply chain and with other third parties including through the following mechanisms. Details are available on the Airbus intranet (accessible by Airbus employees), the 'contact us' section of the Airbus website and on a separate external website. Details are also communicated to suppliers through the Airbus Supplier Code of Conduct.

SpeakUp and ListenUp

SpeakUp provides a means for employees working on Airbus' own sites to speak up if they are concerned about any issue including relating to human rights or the environment. Employees are encouraged to raise concerns with their line manager, their human resources business partner or their legal, ethics or compliance representative. Concerns can also be raised through the Airbus OpenLine (see OpenLine section).

However, SpeakUp only works effectively when people listen. Airbus managers and leaders are therefore expected to encourage a SpeakUp culture by building trust with their teams by maintaining regular contact with team members, asking questions and listening carefully. This bottom up and top down approach allows concerns to be raised and issues to be addressed appropriately.

OpenLine

The Airbus OpenLine is available both online and through a dedicated telephone number and provides a confidential way (and anonymously where legally permissible) for people working on Airbus sites, in its supply chain or other third parties connected to its business activities to report a concern, including related to human rights or the environment. If an alert is received through OpenLine, Airbus commits to acknowledge receipt of the report as soon as possible.

All alerts of concern are handled by professional investigators with the assistance of subject matter experts where required.

The **Airbus OpenLine Policy** can be found
www.airbusopenline.com

Non-retaliation policy

Airbus is committed to protect anyone from retaliation, direct or indirect, towards anyone who raises questions or concerns in good faith or assists in investigations of suspected violations. Airbus' non-retaliation principles are defined in a specific policy which provides a comprehensive guide on preventing, detecting and remedying retaliation.

Knowing that the risk of retaliation is heightened during investigations, it is the responsibility of the investigator to pay special attention to the risk of retaliation and they, among other things, must communicate Airbus' policy regarding non-retaliation to any reporter. Protection from retaliation is also noted as a key principle in the Airbus OpenLine Policy and the Method for Investigation of Compliance Allegations.

Remediation

If Airbus identifies that it has caused or contributed to an actual adverse impact within its own operations, supply chain or other third party business relationship through its business activities, including through OpenLine or other means, it will endeavour to address such impacts by providing for or cooperating in appropriate remediation. This includes seeking to restore the affected person or persons to the situation they would be in had the adverse impact not occurred (where possible) and enable remediation that is proportionate to the significance and scale of the adverse impact, including in cooperation with relevant stakeholders.

Stakeholder engagement and collaboration

Engaging with stakeholders helps Airbus make informed decisions based on an improved understanding of the expectations of society. Airbus will do this based on open dialogue with stakeholders including governments, customers, regulators, workers, unions, trade associations, suppliers and other third party relationships, including those who may have been impacted through its business, operations and supply chain, and will seek feedback on performance. Where appropriate, Airbus will engage with a range of civil society, organisations, peers, specialists and other stakeholders, including those representing rightsholders and where possible with rightsholders directly, on human rights issues.

To support its actions in this respect, Airbus is also a member of the Global Business Initiative for Human Rights, the Responsible Business Alliance and the Responsible Mineral Alliance.

Airbus is also an active member of a number of industry trade associations which regularly hold focused discussions on managing human rights and environmental-related risks within the aerospace and defence industry. These include the IAEG (International Aerospace Environmental Group), BDSV (German Industry Association for Security and Defence), ASD (the Aerospace and Defence Industries Association of Europe), GIFAS (French Aerospace Industries Association), ADS (UK Industry Association for Aerospace, Defence, Security and Space), TEDAE (Spanish Association of Defence, Security, Aeronautics, and Space Technology Companies), GICAT (French Land and Airland Defence and Security Industries Association), and TechUK (the UK's technology trade association).

In addition, an update of Airbus' sustainability approach (including environment and human rights) is regularly presented to key internal stakeholder groups, including the Airbus SE Works Council (SE-WC) comprising social partners from across Airbus' European sites, and provides dedicated time for open dialogue and exchange.

Tracking and measuring the effectiveness of actions

Airbus considers that, as well as being good management practice, tracking and measuring the effectiveness of its actions, including through the definition and setting of KPIs and targets, is a key success factor in helping to achieve its human rights and environmental ambitions. It is also a key part of its due diligence process and supports continuous improvement. It helps to:

- assess the effectiveness of its actions and evaluate their performance;
- integrate feedback on lessons learnt to enhance due diligence practices (e.g., any repeated problems requiring more systemic changes); and
- account for how Airbus addresses its impacts and the results of such actions to individuals or groups who may be impacted and other stakeholders including through reporting.

Tracking and measures of effectiveness are included in, for example, the actions of the Airbus human rights and environment roadmaps, its training programmes, the assessments conducted in its supplier sites and own sites, with targets etc for the closure of findings and the effectiveness of its grievance mechanism.

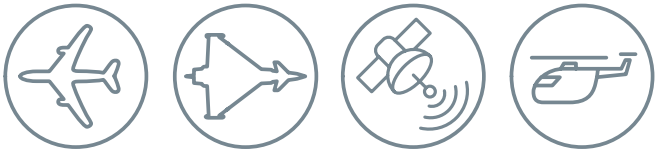
Relevant targets and KPIs are a standard part of Airbus' internal reporting and are regularly monitored including by the relevant roadmaps and steering committees as well as at EC level.

Reporting

Airbus publishes information on its sustainability commitments and its due diligence process and salient issues in Airbus SE's Annual Report.

Airbus' in-scope entities will also report as required by the Act to the German Federal Office for Economic Affairs and Export Control.

More information on Airbus' sustainability commitments and strategy can be found on **airbus.com**

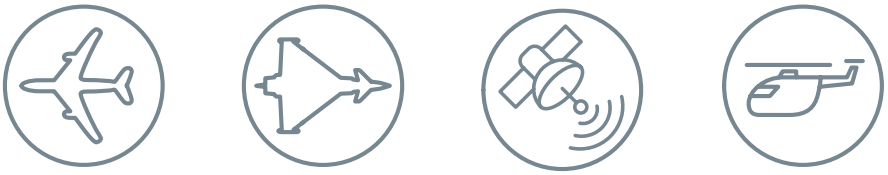


About this Policy Statement

This statement was initially prepared during 2023 and has been approved by the management board of each of the Airbus entities which fall within the scope of the Act. It has been updated in 2026. Airbus will review its policy statement periodically and will update it when appropriate.

Guillaume Faury
Chief Executive Officer
October 2026

Julie Kitcher
Chief Sustainability Officer and Communications
October 2026



Contact

For any questions regarding this policy statement or any other human rights topics, please use the 'contact us' link on the first page of Airbus.com

Airbus encourages anybody connected with its business activities to 'speak up' through various channels, including OpenLine

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