

FINNAIR

**FINNAIR MODERN SLAVERY AND
TRAFFICKING STATEMENT**

Introduction

As one of the longest operating airlines in the world, Finnair is committed to responsible business practices and compliance with applicable laws and regulations. Finnair adheres to the principles and fundamental rights outlined in the Universal Declaration of Human Rights and has signed the United Nations' Global Compact initiative, undertaking to comply with the Global Compact's ten principles of corporate responsibility. As required by the Global Compact principles endorsed by Finnair, the company aims to prevent any violations of human rights and the use of forced labour both within its own operations and its supply chain. Within the framework of Finnair Code of Conduct and Finnair Supplier Code of Conduct, Finnair is committed to ensuring, as far as possible, that there are no forms of slavery and human trafficking within our business and our suppliers.

This statement has been prepared and reviewed in compliance with the provisions of Section 54 of the UK Modern Slavery Act and Finnair will review and publish this statement annually.

The statement

Our business and supply chain

Finnair is a network airline specialising in passenger and cargo traffic between Asia and Europe from our home hub in Helsinki, Finland.

Finnair's own operations involve no significant direct human rights risks or impacts. However, indirect risks and implications may exist in relation to the supply chain and outsourced operations. Our diverse supply chain is built around our route network. It includes suppliers regulated by the aviation industry, suppliers and service providers who specialise in airlines, as well as suppliers who make it possible for us to conduct our core business.

Finnair makes use of the SEDEX (Suppliers Ethical Data Exchange) system as part of its sourcing processes and operating methods to improve supply chain risk

management, traceability and the assessment of social impacts. We encourage all our suppliers to join Sedex where possible. Finnair has identified supply categories where goods or services are potentially sourced in high-risk areas and urges suppliers to provide visibility to their supply chains. Finnair uses risk-management tools provided by SEDEX as well as own risk management processes to assess the potential risks and need for auditing of suppliers.

Our policies and procedures

Finnair's Code of Conduct lays out the foundation of ethical business practices and respect for human rights at Finnair. Finnair requires that its suppliers comply with similar ethical standards as the company does in its own operations. Finnair's Supplier Code of Conduct was updated in 2017 and it provides clear principles to ensure ethical purchasing practices. We reserve the right to terminate supplier contracts in case of a breach of our Supplier Code of Conduct, thus covering any activity, practice or conduct that would constitute an offence under sections 1, 2 or 4 of the UK Modern Slavery Act. However, in the first instance we seek to work with our suppliers to identify any issues and remedy the situation. The dialogue with the suppliers is continuous via themed supplier events.

Finnair is an active participant in the initiatives led by IOM (International Organization for Migration) and IATA (International Air Transport Association) in stopping and preventing human trafficking and in promoting human rights in aviation.

KPIs on ethical purchasing have been set and Finnair monitors and reports the performance as part of the company's responsibility reporting.

Trafficking

Trafficking is of real concern in the airline industry and it is a topic Finnair is increasingly focusing on. We work closely with governments and with the

airports from which we operate to ensure that any suspected trafficking on our flights is reported and dealt with appropriately. Specific instructions have been provided to the crew with procedures to be followed in cases of suspected trafficking. Finnair plans to introduce IATA's Human trafficking online training package as compulsory to all crew members and ground agents once it is launched. We are committed to raising the awareness of our staff on this serious issue.

Our people

A core part of Finnair's social responsibility involves taking care of our employees and their working conditions. Finnair's values—Commitment to Care, Simplicity and Courage—serve as a guideline for everyone at Finnair and are increasingly reflected in day-to-day operations. The employee survey WeTogether@Finnair helps the company determine what areas it has been successful in and what areas need improvement.

Finnair does not tolerate any form of harassment or bullying and actively works for promoting equality and inclusion in the workplace. Finnair is committed to ensuring the health and safety of its employees and has put in place a robust occupational safety and health system to support this.

Next Steps

As part of our ongoing commitment to eliminating slavery and human trafficking, we understand and recognize that our own business environment and that of our suppliers is constantly evolving. We continue to review our processes and practices to ensure that they are up to date, and continue to work with other companies to share knowledge, learning and best practices.

The above Statement has been approved by the Executive Board of Finnair.