

Supplier Sustainability Code of Conduct



AIRFRANCEKLM
GROUP

AMBITION

Air France-KLM Group's ambition is to set the standard for sustainability in the airline industry. As a large purchaser of a variety of products and services, ranging from fuel to onboard catering products, we aim to integrate sustainability in our supply chain by sourcing products and services that minimize our environmental footprint and have a positive social impact. We seek to jointly create sustainable value with our suppliers based on mutual trust, transparency, joint innovation, and knowledge sharing.

PURPOSE AND SCOPE

This Supplier Sustainability Code of Conduct-hereinafter referred to as the Supplier Code- is based on the ten principles of the UN Global Compact as well as related international standards including but not limited to the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Children's Rights and Business Principles, the Core Conventions of the International Labour Organization (ILO) and the OECD Guidelines for Multinational Enterprises. By adopting this Supplier Code, Air France and KLM set forth their requirements for all suppliers-hereinafter referred to as the Supplier(s)-conducting business with Air France and KLM.

Air France-KLM will update this Supplier Code to remain current with ongoing developments in sustainability.

LEGAL COMPLIANCE

The Supplier will comply with all relevant international legislation as well as the relevant local or national legislation of the countries in which they operate. Air France and KLM recognize that many of their Suppliers operate in different legal and cultural environments throughout the world, and that meeting the standards established in this Supplier Code is a dynamic process. Suppliers are therefore encouraged to continuously and pro-actively improve their operations. Air France and KLM are willing to assist suppliers in this process.

HUMAN RIGHTS AND LABOR CONDITIONS

HUMAN RIGHTS

The Supplier will respect and support human rights as set out in the Universal Declaration of Human Rights and defined by the International Labour Organization (ILO) and ensure no involvement in human rights abuses.

NON-DISCRIMINATION AND FAIR TREATMENT

The Supplier shall not discriminate, and shall promote equal opportunity, in hiring and employment practices, including wages, on the grounds of criteria such as of ethnic origin, color, religion, gender, age, physical ability, national origin, sexual orientation, political affiliation, union membership, medical condition or marital status.

Every employee shall be treated with respect and dignity. Mental or physical coercion or punishment, or threat of physical abuse or punishment, any kind of sexual or other harassment and other forms of intimidation are prohibited.

FORCED LABOR

The Supplier shall not under any circumstance use or benefit from, any form of forced or compulsory labor or any other form of involuntary labor or service which is extracted from any person under coercion, harassment, the menace of any penalty such as the use of physical punishment, confinement or threats of violence as a method of discipline or control as defined by the ILO.

CHILD LABOR, ILLEGAL EMPLOYMENT AND DECENT WORK FOR YOUNG WORKERS.

The use of child labor by the Supplier is strictly prohibited. No child under the age of 15 years old is allowed to work, subject to exceptions allowed by the ILO. In case child labor is identified, the Supplier must take appropriate action to responsibly manage the removal of child labor from its business in a way that is in the best interest of the child.

If the Supplier employs young people between the age of 15 and 18, the Supplier must treat them with particular consideration. They shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to jeopardize their health, safety or morals.

The Supplier shall not employ any unregistered workers and undertakes to honor all obligations with respect to reporting to the administrative, labor and tax authorities as required in the countries concerned.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The Supplier should grant its employees the right to Freedom of Association and Collective Bargaining, as permitted by and in accordance with applicable laws and regulations.

The Supplier shall ensure that managers and employees have a transparent, fair and confidential complaints mechanism in place enabling them to report workplace grievances.

FAIR REMUNERATION, WAGES AND WORKING HOURS

The Supplier must comply with all applicable legal and regulatory requirements applicable to working hours and shall compensate its employees for overtime work.

The Supplier shall also provide its employees with the minimum wages and benefits, and other premium arrangements, as defined by applicable law and applicable industry standards. In any event, wages should always meet the minimum income necessary for a worker to meet their basic needs. In the absence of any legal standards, the remuneration must be sufficient according to the ILO Convention (ILO C131- Minimum Wage Fixing Convention) and/or guidelines provided by SAI (SA8000®: 2014).

The employees shall be granted their annual leave, and sick leave, without any form of repercussion, and female employees shall be granted their stipulated maternity leave rights in case of pregnancy.

HEALTH AND SAFETY

The Supplier shall provide its employees with a safe and healthy workplace to prevent accidents and injury to health. To that effect the Supplier shall take a proactive approach to health and safety by implementing policies, systems and training designed to prevent accidents, injuries and protect workers' health.

The Supplier shall identify and be prepared for emergency situations. The Supplier shall regularly train employees on emergency planning, responsiveness as well as medical care.

LOCAL COMMUNITIES

The supplier shall operate with respect for local communities and indigenous people and their rights and title to property and land. We expect our Suppliers to understand the cultural and economic context in which they are working, to operate safely and responsibly, to be mindful of the well-being of communities and to foster positive social and economic relationships with local communities. In particular, they should ensure that the situation of vulnerable groups such as women and children is taken into account.

ENVIRONMENT

Air France and KLM require their Suppliers to comply with all applicable local, national and international environmental legislation.

Suppliers shall adopt a proactive approach towards minimizing environmental impacts. They are expected to have an environmental management system in place, based on international standards such as ISO 14001 or comparable, designed to identify, control and mitigate significant environmental impacts.

Waste of resources and materials, including energy and water, should be reduced or eliminated by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-use.

The use of natural resources in products and services should be reduced, by proactively searching for sustainable and/or renewable alternatives.

ETHICS, ANTI-CORRUPTION AND BRIBERY

Air France and KLM expect their Suppliers to comply with all applicable international, national and local laws and regulations, to strive to adhere to international and industry standards and to uphold high standards of integrity, transparency and governance.

The Supplier declares it forbids its employees the offer or payment of bribes to its customers or to the business associates of its customers. The Supplier also declares it forbids its employees to offer, receive or request bribes to/from third parties, such as customers, suppliers and authorities, whether for their own benefit or that of their families, friends, associates or acquaintances.

Suppliers should avoid any apparent or actual conflicts of interest, and are expected to communicate to their Air France or KLM counterpart any situation that may appear as a conflict of interest.

Further details on the anti-corruption and bribery policies are included in the Air France KLM anti-bribery manual and may be included in the agreement between Air France, KLM and the Suppliers.

SUSTAINABLE PROCUREMENT

Air France-KLM requires that their Suppliers ensure that the standards of this Supplier Code are actively promoted with their own supply chain partners and integrated into their business operations including their selection of suppliers. The sustainable procurement policies and practices of Air France and KLM's Suppliers are monitored through self-assessments.

DATA PROTECTION AND PRIVACY

Air France-KLM require their Suppliers and business partners to take adequate measures to ensure sufficient protection of data received from Air France KLM and to ensure the rights of privacy of its employees and their personal data. The Supplier is expected to treat these data in accordance with the EU General Data Protection Regulation (GDPR) as well as any applicable national legislation relevant to the protection of data and privacy.

MONITORING & ENFORCEMENT

Air France KLM may ask their suppliers to conduct a sustainability self-assessment. To manage and monitor the level of the sustainability performance in its supplier base. These assessments help to determine whether the Supplier meets Air France KLM's sustainability requirements

Air France or KLM may reconsider its relationship with a supplier that does not comply with this Supplier Code and does not meet our minimum requirements.

AGREEMENT & SIGNATURE

I, undersigned, on behalf of (Company's name) have read and understood this policy. I agree to comply with the standards laid out in this Supplier Code and to commit to the continuous progress of my company on the sustainability topics covered by this Supplier Code.

Company name:

Date:

Signed by:

Title:

(Electronic) signature

