

Modern Slavery Act 2015

Modern slavery and human trafficking statement

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

Organisational and Business structure

Asiana Airlines operates airlines and transports passengers, goods and parcels throughout South Korea and to major cities around the world. We are part of the Asiana Airlines Group and our ultimate parent company is Kumho Asiana, which has its head office in South Korea. We operate scheduled flights and charter flights. We have over 10,400 employees worldwide and operate in more than 22 countries.

The Group has a global annual turnover of £ 8,001 Million

Our affiliates are: Kumho Asiana, Asiana IDT, Air Busan, Asiana Airport, Asiana Sabre, Air Seoul.

[\[Outline the organisation's business structure\]](#)

Our supply chains

Our supply chains mainly involve large, multinational companies:

Our Main suppliers are the sources of our aircraft, which are Airbus and Boeing. Other suppliers include Menzies Aviation, Gate Gourmet and Swissport.

All of the above companies take the issue of modern slavery seriously and have published statements in compliance with the Modern Slavery Act

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures and our approach to doing business and social standards reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As Part of our initiative to identify and mitigate risk, we have in place system to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

As Part of this initiative, we undertake the following procedures:

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. Our suppliers are required to hold their own suppliers to the same high standards.

Prior to any commercial dealings, the Company will always assess the legality and ethical conduct of the other party, including assessing the risk involved with the particular service being provide, and the country in which the supplier is based. As part of our ongoing risk assessment and due diligence processes, we consider whether circumstances warrant us carrying out an audit of suppliers for their compliance with our Policies.

We also assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties.

If we find that other individuals or organisations working on our behalf have breached our Policies or requirement for ethical conduct, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remedied and whether that might represent the best outcome for those individuals impacted by the breach, to terminating such relationships.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to relevant members of our staff. We also require our business partners to provide training to their relevant staff, suppliers and providers.

Our Performance and Effectiveness in combating Slavery and Human Trafficking

We regularly assess the following to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains: vetting procedures, issues

identified in the screening of screening of suppliers and sub-contractors, sub-contractor inspections in at risk countries, the number of relevant staff who have received training, instances of remedial action needed,

Further steps

As part of our ongoing commitment to eliminating slavery and human trafficking, we understand and recognise that our own circumstances and those of our suppliers are constantly evolving and we will continue to review our processes to ensure that they are fit for purpose. Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking.

- We aim to contact our suppliers asking them to reconfirm to us that there is no modern slavery or human trafficking in their supply chains or business and that they have adequate system in place to identify, assess, monitor and mitigate potential risk areas in their business and supply chains and to protect whistle blowers.
- We aim to widen the scope of our whistleblowing policy to specifically include reporting on modern slavery and human trafficking.
- We will continue to update our policies and procedures on an ongoing basis to ensure we maintain appropriate safeguards against the mistreatment of person involved in our business or supply chain. In addition, we will provide the performance indicator in order to ensure that we follow our policies and procedures.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Asiana Airlines and the Asiana Airlines Group Slavery and Human Trafficking Statement for the financial year ending 31 December 2019.

Signed



Chang-Soo Han

Chief Executive Officer, Asiana Airlines

Date: 2019. 8. 7