



## **UK MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

This statement is made in accordance with the UK Modern Slavery Act 2015, which requires Korean Air to outline the steps we are taking to prevent modern slavery and human trafficking within our operations and supply chains.

At Korean Air, we remain firmly dedicated to conducting our business in a manner that upholds human rights and ethical standards. We recognise the importance of treating every individual with dignity and respect, and we strive to ensure that our operations and relationships with suppliers actively work against all forms of modern slavery and exploitation. We continue to strengthen our internal processes to identify, prevent, and address any risks related to modern slavery throughout our global business activities.

At Korean Air, we are committed to ensuring that the way we conduct our business and deal with our suppliers reflects our values and our belief that everyone should be treated with dignity and respect. We work to ensure that the way we run our business prevents and deters any form of modern slavery and human trafficking from occurring in our business and supply chain.

### **ORGANISATIONAL STRUCTURE AND BUSINESS**

Korean Air's London branch (BR000775), operates international passenger and cargo transport in England and operates as the UK establishment of Korean Air Lines Co., Ltd. (FC008102), headquartered in South Korea, which provides transport services to over 116 cities in 39 countries around the world.

Korean Air was established in 1969 and is the largest airline and flag carrier of South Korea. It is among the top 20 airlines in the world in terms of passengers carried.

Korean Air has more than 19,000 employees worldwide and has a global annual turnover of more than US\$ 17.6 billion. Based on the 2025 Financial Statement, the London branch's turnover last year was approximately £29.6 million, based on Passenger Sales (BSP billing) £18.9 million and Cargo Sales £10.7 million (Cass Billing). The London branch operates three stations, a sales office, a cargo office, and a passenger terminal office.

### **POLICIES**

Our Anti-slavery Policy and other internal policies 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 are not taking place anywhere in our business and supply chains.

We have a policy in place which sets out labour standards compliant with the legal and industry standards. In relation to other policies the head office has in place, in the Republic of Korea, it is prohibited to use slave or bonded labour and the company is fully in compliance with the Republic of Korea Minimum Wages Act. Additionally, the company is in compliance with the Republic of Korea Labour Standards Act, which strictly prohibits utilising any kind of forced labour. In addition, the company joined the UN Global Compact in July 2007, and is in support of its principles, including those pertaining to human rights and labour. We submit the Communication on Progress (CoP) report annually and remain committed to fulfilling our corporate social responsibilities and upholding these principles. In line with the company's Ethics and Corporate Governance Charters, Korean Air pursues transparent and responsible management as its corporate philosophy.

## **SUPPLY CHAINS**

Our supply chains include a number of service providers and suppliers, for example, airport ground handling companies and crew hotel suppliers. We have a relatively short and integrated supply chain, but recognise the risks which our work in these industries and geographies can create. As part of managing this we see the importance of building relationships with our suppliers as part of ensuring the maintenance of standards and an ethos which reflects our own. We require that all suppliers enter into standard contractual terms which require their compliance with all laws, including in their engagement and treatment of their own workforce. We have internal rules to suspend or terminate trading or dealings with suppliers or other applicable parties if they violate any of the provisions in the Whistleblowing Regulations.

## **OUR STAFF**

Our staff are an integral part of the success of our organisation. We are dedicated to maintaining a fair and ethical workplace for all of our staff as identified in our Charter of Ethics. We prohibit the use of all forms of forced labour and any form of human trafficking. Given our size and the office-based, professional activities of our London branch, we have a low risk in these areas so far as our stations are concerned.

We ensure that our recruitment procedures and practices, as well as our remuneration of staff, complies with the relevant local laws, regulations and standards.

## **DUE DILIGENCE**

We expect all our contractors, suppliers and other business partners to uphold the same high standards as we do, by ensuring all employees and workers are treated with dignity and respect in a fair and ethical environment. We have model contractual wording requiring these standards to be observed and have the following procedures in place to identify the risks:

- Identify and assess potential risk areas in our business and supply chains: The Corporate Ethics Office was established in-house, and the head of each division and the executives in charge were appointed as internal ethics officers to ensure compliance with its slavery and human trafficking policy.
- Mitigate the risk of slavery and human trafficking occurring in our business and supply chains: We inform suppliers about our ethical policies and ethics programs, and advise the suppliers to partake in these. Swift and appropriate action is taken in the event that any Korean Air partner or supplier is discovered to be in violation of our ethical policies.
- Monitor potential risk areas in our business and supply chains: The suppliers are periodically evaluated, and the evaluation results are reflected in the re-contract review.
- Protection of whistleblowers: Through Korean Air's website and its in-house portal system's reporting channel (whistleblower@koreanair.com, jebo@koreanair.com), employees can report misconduct, illegal acts, corruption and other irregularities. Employees can report anonymously, and reporters are strictly protected according to internal rules and regulations. It is strictly prohibited to place a whistleblower at a disadvantage for reporting internal corruption, and the result of the investigation is shared with the whistleblower.

## **TRAINING**

It is important to us that our employees are aware of the issues surrounding modern slavery and support our values. Our business team is trained in the requirements of the Modern Slavery Act. We also intend to train other relevant employees to reinforce our policy and the steps to be taken in the event of any concerns. We provide several training courses (e.g. 'Our Company's Ethical Management,' 'Understanding Compliance Support System' and etc.), through our online portal.

In addition, human rights education including prohibition of discrimination and the prevention of sexual harassment is provided when training overseas expatriates.

### **ASSESSING AND MANAGING RISK**

Our audit department is tasked with ensuring that our staff and suppliers adhere to the standards required. This forms an essential part of our engagement with suppliers. In addition, we require that all suppliers enter into standard contractual terms which require their compliance with all laws, including in their engagement and treatment of their own workforce. Supplier's non-compliance or misbehaviour will be reported to the audit department and administrative agency, and following the outcome of the investigation, Korean Air may replace the supplier(s) involved.

If an employee committed an illegal act that causes a criminal lawsuit, violated the company policies, or caused loss to the company by creating issues that hinder the company's development, they shall be appropriately disciplined. And if suppliers or other applicable parties violate any of the items in Whistleblowing Regulations, any trading or dealings with them will be suspended or terminated.

### **LOOKING AHEAD**

Looking to the future, we intend to build upon the existing contractual obligations with our suppliers to raise the standards of compliance throughout their own supply chains. We will also continue our regular audit process to ensure clear visibility over on-the-ground activities and adherence to the standards which we expect.

This statement is given on behalf of Korean Air for the financial year ending 31 December 2025. It sets out the steps taken during the financial year to prevent modern slavery and human trafficking in our business and supply chains.



.....  
Kee Hong Woo  
Vice Chairman  
Signed on behalf of Korean Air