

This statement has been published by Japan Airlines Co., Ltd. (hereinafter called “JAL”) in accordance with Clause 1, Article 54 of UK’s Modern Slavery Act 2015. It discloses the steps taken in order to prevent modern slavery and human trafficking in JAL Group and supply chains.

### **1. The organization’s structure, its business, and its supply chains**

Created in 1951, JAL Group consists of Japan Airlines Co., Ltd., 81 subsidiaries, and 56 affiliated companies. The number of group employees is 32,753, and we operate air transport business and other businesses (as of 31 March 2017).

With regard to air transport business, we operate air transport services between 344 airports in 56 countries and areas, including Japan, as well as airport passenger handling, ground handling, maintenance, cargo, passenger sales, and airport-related business. Regarding other businesses, we operate businesses such as planning and sale of travel packages with air transport, sale of seats, luggage delivery, fueling, system development and operation, offering a system of reservation and ticketing, and a credit card service.

JAL Group’s governance is built upon the fact that the Board of Directors ensures a high level of management transparency and strong management oversight.

More detailed information on JAL and JAL Group is available at <https://www.jal.com/en/>.

In the United Kingdom, JAL, which operates an aviation business, operates flights to and from London Heathrow Airport. Our subsidiaries EURO-CREATIVE TOURS (U.K.) LTD and JALPAK INTERNATIONAL (EUROPE) B.V. are located in London and operate passenger sales.

As JAL Group mainly operates an air transport business, its procurement activities focus on sourcing aircrafts, fuel, and in-flight goods.

The JAL Group needs cooperation and support of many suppliers to operate its flights and provide products and services to customers on a daily basis. Based on the three-pillar concept of “Fair and transparent procurement”, “To ensure our customers access safe and reliable services”, and “Promoting procurement based on CSR”, we are working to build strong partnerships with suppliers based on mutual

trust by ensuring fair and transparent procurement activities. Showing our application for the work carried out by suppliers is also a key part of our business relationships.

## **2. Our policies in relation to modern slavery and human trafficking**

The JAL Philosophy is the shared mind-set, values, and attitude of every person engaged in JAL products and services. JAL Group is working to reinforce respect for human rights across the Group by putting our action policy – the JAL Philosophy (<http://www.jal.com/en/outline/conduct.html>) – into practice.

Also, the JAL Group has been a signatory to the United Nations Global Compact since December 2004. As part of our support for its principles, we have made a public commitment to protecting human rights in all our business activities.

Moreover, to prevent modern slavery and human trafficking, we have implemented the JAL Supplier Code of Conduct ([http://www.jal.com/en/csr/iso/fair\\_operating/pdf/code\\_conduct\\_en.pdf](http://www.jal.com/en/csr/iso/fair_operating/pdf/code_conduct_en.pdf)), which is available in Japanese, English, and Chinese. It is based on the principles of the United Nations Global Compact and covers four key areas: (1) human rights, (2) health and safety, (3) business management, and (4) the environment. We ask all our suppliers to understand and comply with the Supplier Code of Conduct.

## **3. Our due diligence processes in relation to modern slavery and human trafficking in our business and supply chains**

Since 2015, the JAL Group has been a global member of the Sedex platform, operated by Sedex Information Exchange Limited, a part of our efforts to build a sustainable supply chain by promoting ethical and responsible supply chain business activities and strengthening risk management.

Sedex is a London-based non-profit organization, which works to increase ethical business practices in supply chain through its online platform, which allows member companies to share information with customers and suppliers worldwide. Sedex also monitors efforts by suppliers to improve responsible practices.

The JAL Group primarily uses Sedex's CSR information platform for suppliers that

provide products used directly by our customers, such as in-flight meals and merchandise, but we are encouraging more of the JAL Group's suppliers to join the Sedex's CSR information platform to increase mutual understanding and trust.

#### **4. Other measures taken to prevent modern slavery and human trafficking**

We are working to raise employee awareness of human rights through various internal educational programs, such as training courses for new hires and managers.

There are internal and external hotlines that are accessible to all staff working in JAL Group. They enable staff to report and consult issues, including ones related to modern slavery and human trafficking. We promise that staff will not be subjected to disadvantageous treatment as a result of using the JAL Group Hotline.

Moreover, to ensure that all the staff is aware of the related rules and guidance of hotlines, staff can view them on our intranet.

#### **5. Plans to strengthen our approach in the future**

JAL Group continues to strengthen our due diligence processes in relation to modern slavery and human trafficking in our business and supply chains.

Also, we will strive to set up a method to manage risks of modern slavery and human trafficking by identifying where slavery and human trafficking risks may exist in our business and supply chains, and taking measures against any parts identified as high risks.

Moreover, we will establish appropriate performance indicators to prevent modern slavery and human trafficking in JAL Group and its supply chains.

This statement was approved by the Board of Directors and signed on its behalf by:

Handwritten signature of Yoshiharu Ueki in black ink.

Japan Airlines Co., Ltd.

Yoshiharu Ueki (Representative Director, President )

March 28, 2018