

## Modern Slavery and Human Trafficking Statement

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 setting out the steps taken by Cathay Pacific Airways Limited (**Cathay Pacific**) during the year ended 31 December 2017 to prevent modern slavery and human trafficking in our business and supply chains.*

### About Cathay Pacific

Cathay Pacific is an international airline registered and based in Hong Kong, offering scheduled passenger and cargo services to 203 destinations in 52 countries and territories worldwide as of 31 December 2017. Cathay Pacific and its subsidiaries employ more than 32,700 people worldwide, of whom around 25,600 are employed in Hong Kong. Its other investments include catering and ground-handling companies.

Cathay Pacific's Corporate Code of Conduct sets out principles for achieving a respectful and diverse workplace. The Code applies to all staff employed by Cathay Pacific and its subsidiaries and includes policies related to business ethics, employment law compliance, anti-discrimination, anti-harassment, diversity and equal opportunity.

### Due diligence processes for modern slavery and human trafficking

Cathay Pacific is committed to act ethically and with integrity in all business relationships which includes implementing policies and procedures to ensure that there is no modern slavery or human trafficking in its supply chains or in any part of the business.

Cathay Pacific's Procurement and Aircraft Trading department manages the airline's supply chain, conducts supplier due diligence and requires suppliers to adhere to Cathay Pacific's Supply Chain Sustainability Code of Conduct, which among other things, contains prohibitions against using child labour and forced labour.

Consistent with Cathay Pacific's commitment to ensuring that its affairs are conducted in accordance with high ethical standards, it has partnered with UK-headquartered Supplier Ethical Data Exchange (**Sedex**), a non-profit membership organisation which provides a collaborative platform for sharing responsible sourcing data on supply chains. The partnership with Sedex allows Cathay Pacific to better manage and identify issues relating to labour rights, health and safety, the environment and business ethics.



## Partnership with non-profit organisations

In 2017, Cathay Pacific began exploring potential partnership opportunities with NGOs to raise awareness and identify ways in which Cathay Pacific can take part in combating modern slavery and human trafficking.

## Industry initiatives

Cathay Pacific is a member of the International Air Transport Association (**IATA**), the trade association for the world's airlines. The Industry Affairs Committee (**IAC**) within IATA, which Cathay Pacific is a member of, advises on aero-political matters affecting international passenger air transport, which includes (among other things) the issue of trafficking in persons. Together with the IAC, Cathay Pacific is looking into various industry initiatives to raise the awareness of modern slavery and human trafficking.

## Further steps

Going forward, Cathay Pacific is committed to continuously strengthening our due diligence processes in relation to our supply chain, to identify where modern slavery and human trafficking risks may exist in our business and supply chains and to continuously develop and improve our policies, procedures and processes to address those risks.

Signed,

A handwritten signature in black ink, appearing to read 'Rupert Hogg', is written over a thin horizontal line.

Rupert Hogg

Chief Executive Officer

Cathay Pacific Airways Limited