

Slavery and Human Trafficking Statement / reporting year 2020

Established in 1919, Koninklijke Luchtvaart Maatschappij N.V. (KLM) is the oldest international airline still flying under its original name, and has a global business covering 3 main areas; passenger transportation, cargo transportation and aircraft maintenance. The KLM Group operates to more than 170 destinations via its hub in Amsterdam and employs around 27,500 employees worldwide.

Together with its fully owned subsidiary KLM Cityhopper B.V. (KLM Cityhopper), KLM carries on business in the United Kingdom. KLM Cityhopper has a European business covering passenger transportation. This statement is also published by KLM on behalf of KLM Cityhopper.

The governing bodies within KLM are the Board of Directors and the Executive Team which meets regularly to govern strategy, policy and compliance across the business.

KLM fully supports the core principles and fundamental rights set forth in the United Nations Declaration of Human Rights and the Charter of Fundamental Rights of the European Union and commits to combating modern forms of slavery and human trafficking.

In accordance with the Air France KLM Principles terms, KLM is committed to promoting and actively complying with the Conventions of the International Labor Organization (in particular the abolition of child labour Conventions 138 and 182), and the elimination of all forms of forced or compulsory labour (Convention 29 and 105).

Every employee of KLM is entitled to labour conditions which respect their health, safety and dignity. The Air France KLM Principles apply to each of KLM's employees.

KLM is committed to acting ethically and with integrity in all their business relationships. KLM sources numerous goods and services through subcontracting, distributing, franchise, codeshare, affiliate and entity arrangements and therefore within this framework, KLM is working to identify the risk factors related to slavery and human trafficking.

The KLM policy is for its suppliers to sign a Supplier Sustainability Code of Conduct which is based on the principles of the UN Global Compact. The Supplier Sustainability Code of Conduct gives guidance to KLM's suppliers and knowledge of the principles by which KLM operates.

Upon signing the Supplier Sustainability Code of Conduct, the suppliers agree that KLM has the right to audit and monitor the performance and principles of the Charter. KLM will look to further improve its process and practices to combat Modern Slavery.