



Delta Air Lines, Inc.

Anti-Slavery and Anti-Human Trafficking Statement **2018**

Delta condemns all forms of human rights abuses, including human trafficking and sexual exploitation of children. Delta fully supports and respects the principles set forth in various modern slavery and anti-human trafficking laws, which are consistent with our core values and commitment to corporate citizenship. We take the responsibility as a global citizen seriously and are proud to continue taking action to be the leading force against human trafficking in the airline industry.

About Delta Air Lines

As a worldwide leader in the aviation industry, we provide scheduled air transportation for passengers and cargo throughout the United States and around the world. Delta is a founding member of the SkyTeam global alliance, and we participate in the industry's leading trans-Atlantic joint venture with Air France-KLM, Alitalia, and Virgin Atlantic, as well as joint ventures with Virgin Australia, and Aeromexico.

Guiding Documents

We embody our culture of honesty, integrity, and respect using the following as our primary guides:

- The Rules of the Road, which is our foundation and outlines our core values, principles and expectations of modeling leadership at every level of the company
- The Way We Fly, which outlines our basic expectations of each other as employees
- Delta's Code of Ethics and Business Conduct, which defines how we conduct business around the world

Together, these documents describe the standards of business conduct and key compliance policies that apply to our interactions with each other as employees, our customers, and our business partners around the world. These policies help ensure that we conduct business in an ethical and responsible manner, including assurance that human trafficking and modern slavery do not occur within Delta or our supply chain.

Our Supply Chain and Supplier Due Diligence



Delta is firmly committed to social responsibility in all our operations, including where we depend on people outside of our organization. Delta's Supply Chain Management professionals operate at a level befitting a global airline leader, following rigorous internal material standards for sourcing, procurement and selection of our suppliers and business partners.

Our strategic sourcing process defines how we work with suppliers to ensure that they are operating to our standards. This includes a due-diligence policy to screen all key suppliers for potential environmental, social and governance (ESG) risk factors. We follow this process to eliminate any potential negative impacts of our global supply chain. Through our Supplier Code of Conduct and Supplier Sustainability Guidelines, we hold our suppliers to the same high standards we apply to ourselves, requiring adherence to operational ESG requirements and use of mechanisms for monitoring, reporting and correcting ESG issues.

Commitment to Combat Modern Slavery

Delta gives life to its commitment to combat modern slavery through policies, the direct and strategic support of leadership, support of anti-trafficking legislation, employee training, customer engagement, strategic partnerships, and opportunities for employees to volunteer.

Delta requires that its employees refuse to take part in activities that cause or further human trafficking violations or sexual exploitation of children. Delta prohibits the use of company facilities, resources, equipment or travel privileges for activities that support human trafficking or the sexual exploitation of children. This includes any use of company computers, networks, phones or other equipment for the viewing, storage, distribution, promotion or other use that sexually exploits children. Employees who participate in human trafficking activities or the sexual exploitation of children will be subject to termination from employment. Delta requires that employees report to managers, supervisors or local authorities, as appropriate, any passenger or employee believed to be engaged in human trafficking activities or the sexual exploitation of children. Delta has provided specific training to all flight crew members and gate agents on the procedures to be followed if witnessing suspected indicators of trafficking either in flight, in the airport, or at home.

Delta has established a cross-divisional human trafficking advisory council, comprised of senior leaders from Airport Customer Service, Corporate Communications, Flight Operations, Global Distribution, Human Resources, In-Flight Services, Legal, Marketing and Technical Operations. The advisory council conducts extensive reviews of opportunities to leverage resources and play a large role in the fight against trafficking around the globe.

Delta's #GetOnBoard campaign is a global initiative to encourage employees and customers to join the fight. Delta also partners with anti-trafficking experts at Polaris, a



nonprofit dedicated to combat human trafficking, to raise awareness and shed light on how the airline industry can be exploited to facilitate such activity. Most recently, Delta worked with Polaris to develop anti-trafficking training specifically for airline employees. The training equips Delta's 80,000 employees to identify signs of potential trafficking cases through data-based examples of trafficking in transportation scenarios.

Delta encourages its employees to sign up for volunteer opportunities in cities across the U.S. to support survivors. In addition, customers are engaged to support the fight by donating miles to Polaris through the Delta SkyWish Program. Donations from the extended Delta family provide critical care to victims and survivors, return them to a place of safety and reunite them with families. Delta also hosts an apprenticeship for survivors through anti-trafficking groups Wellspring and Ranstad in support of rehabilitation and to create career opportunities in the workforce.

As part of Delta's commitment to raise awareness among employees, suppliers and customers, Delta has signed the International Code of Conduct outlined by End Child Prostitution, Child Pornography, and Trafficking of Children for Sexual Purposes (ECPAT). We are committed to fully complying with all applicable criminal laws and regulations regarding the prevention and reporting of violations related to human trafficking and sexual exploitation of children, including child prostitution and child pornography. As the first airline in the world to sign the Code, Delta is proud to pioneer the way for other US airlines and businesses to join the fight against the sexual exploitation.

Delta is a founding member of the Global Business Coalition against Human Trafficking (gBAT), a group that mobilizes the expertise, resources and voice of coalition members to fight against all forms of human trafficking. Delta is also a member of the Transportation Leaders against Human Trafficking (TLAHT), a U.S. Department of Transportation initiative designed to maximize the transportation industry's collective impact on human trafficking.

Recent Activities

- Throughout 2018 and early 2019, Delta rolled out new signs in airports across the United States to raise awareness for human trafficking. The signs help teach the public indicators of trafficking, and highlight the National Human Trafficking Hotline number. They create another opportunity for the extended Delta family to learn the signs of trafficking and how to report any suspicious scenarios.
- Last year, the In Flight Services Training department released new mandatory training in for all flight attendants to be taken quarterly. Also released was optional CBT training for all 80,000 employees worldwide.



- Over 61,000 Delta employees have taken Delta's human trafficking training enabling them to remain alert to possible trafficking situations in airports, flights and where they live and travel. The training is required for our flight attendants and pilots.
- Annually, Delta holds an anti-human trafficking rally for more than 500 employees in collaboration with our partners Polaris, Street Grace, Freedom United and ECPAT.

We've launched a mileage donation program with Polaris through SkyWish, allowing our extended Delta family to donate miles to provide critical services for victims and survivors. In June of 2018, Delta's largest travel partner Carson Wagonlit Travel held their annual sales conference promoting Delta, Polaris and the donation of miles through SkyWish.

- We are continuing to build volunteer opportunities through Freedom Rings, Freedom United and WellSpring Living, allowing Delta people to get out into the community and support women's shelters and other organizations that serve human trafficking survivors.
- Delta participated in initiatives with the City of Atlanta in advance of the 2019 Super Bowl, looking for opportunities to engage the thousands of individuals who will be in Atlanta, GA for the event on the signs of trafficking. Conversations and work continues with the City and other Atlanta centric corporations to ensure the safety of those potentially trafficked in Atlanta during high profile events.
- Delta continues to help raise awareness among the broader corporate community and have invited our partners, like Aeromexico to get onboard. We also engage leaders at our hub airports across the United States.
- We support legislation that will end trafficking. Over the past few years, we've lobbied for anti-trafficking bills that protect survivors locally and nationally and seen them pass in legislation.
- We've had over 150 Employees rallied to attend the Anti-Trafficking Lobby Day in Georgia to help support victims for the past two years.
- We support GA House Bill 234: Anti-Human Trafficking Protective Response Act and petition government for better laws to support survivors.
- We also host regular fly-ins to D.C. to connect with congress and lobby for legislation that support survivors