



Delta Air Lines, Inc.'s Statement Against Modern Slavery, Human Trafficking, and Sexual Exploitation

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Delta Air Lines, Inc.'s (Delta) statement describes Delta's actions against modern slavery, including forced labor, child labor, human trafficking, sexual exploitation, and child pornography (generally referred to as "Modern Slavery"). The Report is available on Delta's website at [Supplier Diversity | Delta Air Lines](#).

COMMITMENT TO COMBAT MODERN SLAVERY

Delta denounces all forms of Modern Slavery. Delta fully supports and respects the 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 be a leading force against Modern Slavery in the airline industry.

ABOUT DELTA AIR LINES

Delta is a publicly traded company, headquartered in Atlanta, Georgia. Delta, powered by 100,000 employees, operates approximately 5,000 flights daily, and serves 325 destinations in 52 countries on six continents. As a worldwide leader in the aviation industry, Delta provides scheduled air transportation for passengers and cargo throughout the United States and around the world. In addition to providing scheduled air transportation for passengers and cargo, Delta's maintenance, repair, and overhaul (MRO) operation services our own fleet of 1,273 aircraft as well as aviation and airline customers from around the world.

GUIDING DOCUMENTS

We embody our culture of integrity, care, resilience, and servant leadership using the following as our primary guides:

- [The Rules of the Road](#), which sets forth our mission that "No One Better Connects the World." It outlines our core values and most important behaviors of our employees at every level of the company.

[The Way We Fly](#), which outlines Delta's fundamental expectations of our employees and how we conduct business around the world.

- [Supplier Code of Conduct](#), which outlines legal and ethical expectations of our suppliers. Delta references our Supplier Code of Conduct in contracts with key suppliers, which specifically requires that suppliers:
 - not use child or forced labor and comply with all applicable laws regarding child and forced labor;
 - comply with all applicable minimum wage laws and maximum hours laws;
 - maintain a workplace that is free of hostility, harassment and discrimination;
 - not participate in human trafficking or sexual exploitation;
 - respect the right of freedom of association; and
 - provide career management and training to employees where possible.



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

DELTA'S SUPPLY CHAIN

Delta is firmly committed to social responsibility in all our operations, including where we depend on people outside of our organization. Delta works with thousands of partners across the globe who support our operation. Our suppliers span various industries to fulfill our sourcing needs, including but not limited to fuel, aircraft parts, catering, airport services, hotels and transportation, uniforms, technology, as well as office, airport, and Sky Club furnishings.

STEPS TO COMBAT MODERN SLAVERY

Delta continues to deliver on our commitment to combat Modern Slavery through policies, the direct and strategic support of leadership, support of legislation against Modern Slavery, vendor due diligence, employee training, customer engagement, strategic partnerships, clear expectations of our supply chain, supporting survivors, volunteer opportunities for employees, and more. Details on these initiatives are described below. Additionally, Delta continuously works to improve our program to combat Modern Slavery as well as comply with the rapidly evolving global legislation against Modern Slavery.

Delta Leadership and Global Initiatives

Delta has established a cross-divisional Human Trafficking Steering Committee, comprised of senior leaders from Airport Customer Service, Corporate Communications, Flight Operations, Global Distribution, Human Resources, In-Flight Service, Legal, Marketing and Technical Operations. The Steering Committee identifies opportunities for Delta to play a meaningful role in the fight against Modern Slavery 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 combatting human trafficking, raising awareness, and shedding light on how the airline industry can be exploited to facilitate human trafficking. Delta works closely with law enforcement through our Blue Lightning partnership. The Blue Lightning Initiative is an element of the Department of Homeland Security (DHS) Blue Campaign to train aviation personnel in identifying potential traffickers and human trafficking victims, and to report their suspicions to federal law enforcement.

As part of Delta's commitment to raise awareness among employees, suppliers, and customers, Delta has signed the International Code of Conduct outlined by Protecting All Children from Trafficking. As the first global airline to sign the International Code of Conduct, Delta is proud to pioneer the way for other airlines and businesses to join the fight against sexual exploitation.

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.



Employee Expectations and Training

Delta requires that employees refuse to take part in activities that cause or further Modern Slavery. Delta prohibits the use of company facilities, resources, equipment, or travel privileges for activities that support Modern Slavery. This includes any use of company computers, networks, phones or other equipment for viewing, storage, distribution, promotion, or other use that fosters Modern Slavery. Employees who participate in Modern Slavery 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 Modern Slavery.

Delta offers internal resources and training to approximately 120,000 employees and contractors annually on our policies related to human trafficking as well as how to report suspicions of human trafficking. Additionally, with regular cadence dictated by training regulations, Delta provides specific training, Fighting Human Trafficking, to our more than 45,000 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. The training was developed in partnership with Polaris, specifically for airline employees. It teaches Delta employees and contractors how to respond through data-based examples of trafficking in transportation scenarios. While Pilots, flight attendants and agents are required to complete this training, it is voluntarily taken in other Delta divisions.

Delta provides ad hoc internal training to assist employees and operational divisions in identifying human trafficking indicators and guidance on how to address suspicions of human trafficking while completing their job functions. Delta encourages employees to immediately report any suspicious activity through multiple internal reporting tools. Each reporting tool is monitored by trained employees to follow procedures and provide assistance through Delta's partnership with Blue Lightening.

Supporting Survivors

Delta recognizes the importance of not just stopping Modern Slavery, but also assisting the survivors of these crimes. Delta tackles this initiative in several ways.

- Delta encourages employees to get involved through volunteer opportunities with Freedom United, WellSpring Living, and Street Grace, allowing Delta people to engage in the community and support women's shelters and other organizations that serve human trafficking survivors.
- In addition, customers can support the survivors by donating miles to Polaris through the Delta SkyWish Program. Donations from the extended Delta family provide critical care to victims and survivors, returning them to a place of safety and reuniting them with families. We've donated over 15 million miles to provide over 326 flights to Polaris to help transport trafficking survivors to be reunited with family and provide essential resources for their overall well-being and safety.
- Delta also hosts an apprenticeship program for survivors through WellSpring Living, an anti-trafficking residential program in support of rehabilitation and to create career opportunities in the workforce.



Assessing and Managing Supply Chain Risk

Delta is firmly committed to social responsibility in all our operations, including where we depend on people outside of our organization. Delta's procurement professionals follow internal standards for sourcing, procurement and selection of our suppliers and business partners.

Our strategic sourcing process defines how we work with suppliers. This includes embedding standardized ESG criteria on the front end of our sourcing processes and a due-diligence process to screen business critical and high-risk suppliers for potential environmental, social, and governance (ESG) risk factors, including any Modern Slavery indicators. We follow this process to combat potential negative impacts of our global supply chain. Through our Supplier Code of Conduct, we require adherence to operational ESG requirements and use of mechanisms for monitoring, reporting and correcting ESG issues.

Delta continues to integrate sustainability into our business strategy by partnering with EcoVadis to create transparency across Delta's supply chain processes and alignment of values when we engage suppliers. EcoVadis provides an actionable scorecard for vendors in Delta's global supply chain, allowing Delta to measure the impact of our supply chain, identify deficiencies, and implement corrective actions where needed, as well as to spot positive practices that support our goals. This assessment includes analysis of labor and human rights criteria, including forced and child labor. As of year-end 2023, Delta has onboarded 496 suppliers representing 52% of our supply chain spend.¹ For those on the platform, Delta continues to engage those vendors based on business criticality and risk.

To further enhance supplier engagement via the EcoVadis platform, Delta joined Air France-KLM, Transavia and Virgin Atlantic in founding the Sustainable Airlines Initiative (SAI) in early 2023. Coordinated by EcoVadis, the effort seeks to improve ethical, social, and environmental business standards across the industry's value chain and spark systemic transformation toward supply chain transparency. This includes working together to enroll common suppliers in the aviation industry's vertical and horizontal supply chain, resulting in increased efficiency and the dissemination of best practices for meeting shared sustainability challenges.

Delta is focused on further developing our due diligence processes to enable risk identification and mitigation. Delta's core challenge includes creating transparency and accountability in our supply chain.

Other Steps Taken to Prevent Modern Slavery

- Delta provides a host of awareness announcements, movies, and videos onboard Delta aircraft to help educate customers about Modern Slavery in the U.S. and around the world, including Ghost Fleet (2023), Sex trafficking in America (2023/2024) and Invisible Hands Child Labor (2023).
- In 2023, Delta was presented with the Georgia Corporate Leadership Award by the Georgia Criminal Justice Coordinating Council, the Polaris Star Award by the United Abolitionists, and

¹ In 2022, Delta began rolling the EcoVadis assessment out to a select portion of our supply chain and over time is continuing to expand the scope of suppliers subject to Delta's ESG assessment process. Previous reports indicate the success of our initial EcoVadis assessment rollout, and moving forward this will represent Delta's enterprise-wide third party spend coverage.



Corporate Citizen Award by Global Strategic Operatives and O'Connell House for our work in Anti-Human Trafficking.

- Over the past few years, Delta has lobbied for anti-trafficking bills that protect survivors locally and nationally (e.g., GA House Bill 234: Anti-Human Trafficking Protective Response Act and petition government for better laws to support survivors).
- Delta hosts regular fly-ins to Washington D.C. to connect with Congress and lobby for legislation that supports survivors.
- In furtherance of Delta's efforts to raise awareness and provide support to potential victims, Delta has signage in airports across the United States to raise awareness for human trafficking. The signs help teach the public about indicators of trafficking and highlight the National Human Trafficking Hotline number: 1-888-373-7888.
- Delta has a website page dedicated to the fight against Modern Slavery, which includes the National Human Trafficking Hotline number.
- During the last four years, Delta employees attended the Georgia State Advocacy Day Against Human Trafficking to rally for legislation supporting survivors and prosecution of traffickers and buyers.
- Delta partnered with 2myPlace and the Alpharetta Rotary club to sponsor the Innovative Technology Zone, as well as members of the Interact Club from Innovation Academy at the 2022 Rotary International Convention. The Interact Club members used Games for Good to create games on digital platforms to engage students in teaching and raising awareness of Modern Slavery.
- In 2021, Delta and Wellspring Living painted a new mural at Delta's headquarters to raise awareness of Modern Slavery. The mural is now prominently displayed on a wall at Delta's In-Flight Training Center.
- In advance of the 2019 Super Bowl, Delta participated in initiatives with the City of Atlanta, to educate the thousands of individuals in the city on the signs of human trafficking. Conversations and work continue with the city and other Atlanta-based companies to ensure the safety of those potentially trafficked in Atlanta during high profile events as well as educate individuals who work or travel to Atlanta for business.
- Delta continues to raise awareness among the broader corporate community and has invited our partners, like AeroMexico, to get onboard. We also engage leaders at our hub airports across the United States.
- Since 2018, Delta has worked with the Atlanta International School (AIS) in conjunction with a student-led day every March to bring awareness and education to trafficking.
- In 2021, Delta participated in a virtual panel discussion, Aviation Combats Trafficking in Persons, in recognition of the United Nations International Civil Aviation Day, to share best practices for combating the use of global civil aviation in human trafficking.



ATTESTATION

I attest that I have reviewed and approve the information contained herein for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information is true, accurate and complete in all material respects for the reporting year listed above. I have the authority to bind Delta Air Lines, Inc.

A handwritten signature in black ink, consisting of a large, loopy initial followed by a series of horizontal strokes.

Signature:

Dawn Kimmich

Name:

Associate General Counsel

Title:

June 30, 2024

Date: