

TURK HAVA YOLLARI ANONIM ORTAKLIGI

Modern Slavery Statement (Canada)

Reporting Year: 2023

1 Introduction

- 1.1 At TURK HAVA YOLLARI ANONIM ORTAKLIGI (“THY”), operating as **Turkish Airlines**, we are committed to acting ethically and with integrity in all of our business dealings and relationships, and to promote compliance with applicable laws and protect the dignity and rights of all people connected to our business.
- 1.2 This is THY’s first modern slavery statement pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9). This statement will be reviewed annually hereafter or as often as required by law. Our reporting outlines the measures we have in place and the efforts we have commenced to assess and address risks of modern slavery and human trafficking in our business and supply chain.

2 Our organisational structure, business operations

- 2.1 THY operates in the air transportation sector. THY is the flag air carrier of the Republic of Türkiye, and is headquartered in Istanbul, Türkiye. THY operates flights from Toronto, Vancouver and Montreal to Istanbul and to several other locations around the world.
- 2.2 THY is not primarily involved in the production (manufacturing, extracting, growing, or processing) or selling of goods in Canada or outside Canada as part of its core business operations. Instead, its primary focus is on providing air transportation services, both passenger and cargo, which may involve the distribution and importation of associated goods.
- 2.3 To learn more about our organization, including our corporate structure, please visit: <https://investor.turkishairlines.com/en/>

3 Actions taken to combat slavery risks

- 3.1 Building on the policies and procedures we currently have in place, THY has developed and implemented strategies to prevent and reduce forced labour and child labour risks. These include requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains.
- 3.2 THY undertakes to respect the human rights and to operate in compliance with the international principles, standards specified in the Universal Declaration of Human Rights, the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the United Nations Women’s Empowerment Principles (WEPs), the Worst Forms of Child Labor Convention (ILO/No.182), and applicable local legislation in all its operations, particularly in the scheduled, unscheduled commercial passenger and cargo air transportation services on domestic and international lines, and training services.
- 3.3 THY workers are employed in accordance with fair and responsible employment practices in place to protect and promote workers’ rights. THY has implemented a Human Rights and

Employee Rights Policy (“**Policy**”): <https://www.turkishairlines.com/en-ca/press-room/about-us/our-policy/>

- 3.4 In accordance with the Policy, under the roof of THY, no one may be forced to work without their own consent and by preventing them from exercising their legal rights. THY is against any practices in violation of human rights such as illegal employment of immigrants, employment of foreign national employee without work permits, indentured servitude, and forced labour including any kind of human trafficking.
- 3.5 THY is aware of the importance of ensuring the intellectual, physical, and psychological health of children. THY acts in compliance with the national and international laws and other requirements, the International Labor Organization (ILO) Minimum Age Convention dated 1973 in particular, on the use of child labour, and child labour is never used in any one of its activities.
- 3.6 THY also collaborates with various industry initiatives and organizations dedicated to combating forced labour and child labour. This cooperation helps Turkish Airlines stay informed about best practices and emerging risks, and it provides a platform for sharing knowledge and resources.

4 Due diligence processes

- 4.1 As part of its due diligence practices, THY has embedded responsible business conduct into policies and management systems, as set out in the Policy referred to above.

5 Supplier adherence to our values

- 5.1 THY has implemented a Supplier Code of Conduct (the “**Code**”) that outlines its expectations regarding ethical behaviour, including respect for human rights and the prohibition of forced labour and child labour.
- 5.2 The Code requires suppliers to adhere to international labour standards and ensures that their practices are regularly monitored and audited. The Code can be accessed here: <https://investor.turkishairlines.com/documents/sustainability/supplier-code-of-conduct-policy.PDF>

6 Human rights training

- 6.1 THY intends to organize future training programs to raise awareness about human rights issues. These programs will aim to educate these employees on how to recognize and report any signs of unethical human rights practices.

7 Remediation measures

- 7.1 To date, THY has not identified child or forced labour in its activities or supply chains, and has not had to take remediation measures

8 Remediation measures relating to loss of income to vulnerable persons

- 8.1 We recognise that instances of modern slavery and human trafficking often impact the human rights of particularly vulnerable groups, such as migrant labourers, unskilled labourers, indigenous people, women, or children. To date, THY has not identified child or forced labour

in its activities or supply chains, and has not had to take remediation measures, at this time THY has not identified any loss of income to vulnerable families.

9 Effectiveness in combatting modern slavery risks

9.1 THY is considering setting up a regular review of THY's policies relating to forced/child labour.

10 Approval of the Statement

10.1 In accordance with the requirements of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I, attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act for the 2023 reporting year.

Signed

By: 

Fatih A. Temel
General Manager
Date: **2024-10-17**

I have the authority to bind THY.