

Safran Cabin Canada Co. Canadian slavery and child work statement for 2025

Statement from Chief Executive

As a business we are committed to doing all we can to combat slavery and child work. We have updated our company policies and procedures and put systems in place which reflect our zero tolerance approach. We have started contacting every product supplier we do business with to certify that they mirror our values and share our stance on this issue. Our policies, which are part of the Safran group's human rights policy¹, have been designed to embed the awareness and understanding required to advance a company culture where a clear and robust stance against modern day slavery and child work is maintained.

Organisation structure

Safran Cabin Canada Co. ("We") design and manufacture aircraft interiors. Our parent company is Safran Cabin Inc. , and our ultimate parent company is Safran SA ("The Group"). The Group has 99,364 employees worldwide (at December 31, 2024) and has locations in more than 30 different countries and operates in many more. We employ over 700 people and are located in Montreal/Kirkland, Quebec.

The Group has annual revenue for 2024 of €27.317 billion².

Our business

Our business is organized into three operational areas: Private/Business Jet, Civil Commercial, & Aftermarket. These operational areas are supported by various departments: Accounting, Human Resources, Maintenance, Programs, & Quality.

Our supply chains

Safran Cabin Canada Co.'s /Safran Cabin Inc.'s/Safran SA's supply chain comprises approximately 250 product suppliers. Of which, the third party vendors are primarily based in the Canada & the USA. All our product suppliers are subject to an approvals process before they are permitted to supply products to us. Many hold international quality standards and accreditations (ex: AS9100) are regularly audited both by the issuing authorities and ourselves to ensure ongoing compliance to quality standards and other regulatory requirements. In addition, we have approximately 350 non-product suppliers who are managed by Safran Cabin Canada Co. /Safran Cabin Inc./Safran SA. These suppliers are subject to similar due diligence processes.

¹ <https://www.safran-group.com/sustainability/a-responsible-industry> - Trade in accordance with the highest compliance standards, "downloads" paragraph + "see all publications".

² <https://www.safran-group.com/finance/publications-results>

Our Policy on slavery and child work

We are committed to ensuring that there is no modern slavery or child work in our supply chains or in any part of our business. We have updated our underlying policies to reflect our commitment to acting ethically and with integrity in all our business relationships and to implement and audit effective systems and controls to ensure slavery and child work is not taking place anywhere in our supply chains.

In addition, our policies are part of the Safran group's policies which deal with human rights, including child labor and modern slavery. In line with its purpose statement³ (raison d'être), the Group has adopted a set of Ethical Guidelines, which employees refer to when drawing up policies, charters, procedures, standards, codes of conduct and internal guidance on ethics and business conduct. Every employee, irrespective of their location, business line, level of responsibility or Group entity, is asked to familiarize themselves with the Ethical Guidelines, comply with the principles contained therein and, more broadly, ensure their application. Among the commitments set out in the Ethical Guidelines is "Safran does not tolerate any breaches of human rights and fundamental freedoms in its business activities". These principles also guide the Group when making decisions about the structure of its value chain.

In addition, in 2024, Safran adopted and published its Group Human Rights Policy. Guidance to help all subsidiaries implement this policy has been drafted and has been published in march 2025 in several languages. The Group Human Rights policy is underpinned by an unequivocal principle: Safran does not tolerate any behavior that could lead to a breach of human rights or fundamental freedoms, including prohibition of child labor and modern slavery.

Due diligence processes for slavery and child work

As part of our initiative to identify and mitigate risk we will contact all our tier one product suppliers and ask them to respond with details of their due diligence procedures both for internal compliance and within their own supply chains.

We will put in place processes to:

- Identify and assess potential risk areas in our supply chains.
- Monitor and mitigate the risk of slavery and human trafficking occurring in our supply chains.

We have in place:

- Safeguard whistle-blowers through an anonymous tool available for any type of whistle-blowing issue and is on our corporate website.
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At the Group level, Safran also ensures that fundamental freedoms and rights are respected in the activities of its subcontractors, which represented over €15.6 billion in purchases in 2024, i.e., almost 57% of the Group's revenue. As part of its Responsible Purchasing policy, Safran seeks to work with suppliers that are honest and ethical, respect the applicable laws and regulations, and manage their own social and environmental risks and those in their own value chain. The

³ <https://www.safran-group.com/news/safran-unveils-its-purpose-statement-2020-06-23>

cornerstone of this policy is formed by the Safran Responsible Purchasing Guidelines, which are used to obtain suppliers' commitment and involvement in complying with the Group's requirements in terms of health, safety and the environment (HSE), human rights and anti-corruption measures. The guidelines are based on nine fundamental principles, in particular "promoting and respecting human rights (i.e., no child labor or human trafficking, including all forms of forced or bonded labor)", as well as "developing human potential (i.e., no harassment or discrimination, decent working hours, adequate wages and benefits, and effective social dialogue). The Group Purchasing Performance Department, which forms part of the Industrial, Purchasing and Performance Department at Group level, is the main relay for Safran's commitments with the Group's suppliers. It ensures that each Group company deploys a system based on four pillars:

- 1) *IDENTIFYING SUPPLIER-RELATED RISKS AND ASSESSING SUPPLIERS*: Safran has set up a mandatory supplier assessment system to map the risks associated with their activities
- 2) *SUPPLIER COMMITMENTS*
- 3) *SYSTEM FOR TRACKING MEASURES TAKEN AND ASSESSING THEIR EFFECTIVENESS*
- 4) *SUPPORT FOR, AND COMMUNICATION WITH, SUPPLIERS*

For more details, you can refer to the Group Duty of Care Plan, paragraph 3.1.3 Duty of care system applied to suppliers and subcontractors, page 27 and following⁴.

Supplier chains which have been tagged as risky

We have identified the following countries and sectors of activity as at risk, in terms of slavery and child labor:

Mexico

This/These country(ies) and sector(s) is/are therefore perceived by our organization as the highest priority in terms of due diligence.

Supplier adherence to our values

We have a zero tolerance stance on slavery and child work. All new suppliers and contractors will be selected with adherence with the Law on combating forced labor and child labor in supply chains L.C. 2023, ch. 9, being part of the selection criteria.

To ensure our existing suppliers and contractors comply with our values we will put in place monitoring measures as part of our Supplier Quality Audit process. Existing suppliers and contractors terms and conditions will be updated on renewal of contracts requiring compliance with the Law.

On the Safran Corporate Website there is a section available to everyone. Including, but not restricted to all internal and external Group stakeholders (employees, suppliers, customers,

⁴ <https://www.safran-group.com/sustainability/a-responsible-industry> - Trade in accordance with the highest compliance standards, "downloads" paragraph.

shareholders, etc.). They have the opportunity to report any breach of Safran's ethical guidelines. Confidentiality is guaranteed and so is protection of rights (presumption of innocence, etc.). Furthermore, there are several channels to go through.

Measures taken to remedy the loss of income of the most vulnerable families

As recommended in the Law, we will take measures to remedy the loss of income of the most vulnerable families caused by any measure aimed at eliminating the use of forced labor or child labor in the context of our activities and in our supply chains, in the context of an audit which would have revealed such practices in our chain.

Training

To ensure a high level of understanding of the risks of modern slavery and child work, we will provide training to our Executive Committee, Supply Chain, Purchasing, Shipping and Human Resources teams. Training will be reviewed on a bi-annual basis with new recruits into those areas being trained within the first 12 months of starting with the company.

Our effectiveness in combatting slavery and child work

We will maintain visibility of actions and awareness through our formal risk and internal control review processes.

In addition and as a subsidiary of the Safran group, we contribute to the "Duty of Care Plan" exercise of Safran SA, which aims to respond to French Law no. 2017-399 of March 27, 2017 relating to the Duty of Care of parent companies and ordering companies. This law requires Safran SA and its subsidiaries to monitor and remediate risks relating in particular to human rights, including slavery and child labor. This regulatory exercise requires the Group to have a map of risks linked to human rights, health and safety of people and environment, but also remediation systems if necessary, an internal control system for its proper activities and on the supply chain, an alert system and monitoring of the effectiveness of the system. The methodology for analyzing these risks related to Duty of Care and the consolidated annual results are described in detail in the Duty of Care Plan report, paragraph 2.4. Duty of Care risk mapping page 16 and following⁵.

On the local and at the Group level, these risks review exercises, and associated actions, are monitored and updated by the Executive Committee on a bi-annual basis.

⁵ <https://www.safran-group.com/sustainability/a-responsible-industry> - Trade in accordance with the highest compliance standards, "downloads" paragraph.

Further Steps

We will periodically review the effectiveness of the steps we have taken to ensure there is no slavery or child work in our supply chains, by continuously improving any policies, procedures and systems that we have implemented.

At the Group level and in order to further strengthen respect for the Duty of Care regulation, in a continuous improvement approach, including respect for human rights, Safran will focus its actions in 2025 for example on:

- the implementation of a Group Duty of Care procedure integrated into the One Safran management system and the controls associated with the establishment of a control and audit plan;
- the translation of the human rights guide into new languages;
- support for buyers in evaluating Group suppliers and implementing action plans;
- the alignment of the Group's duty of care with its other policies and procedures, including export controls to protect human rights and fundamental freedoms.

This statement is made pursuant to section 4(a) of the Law on combating forced labor and child labor in supply chains L.C. 2023, ch. 9 and constitutes Safran Cabin Canada Co.'s slavery and child work statement for 2025.



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