

# TURK HAVA YOLLARI ANONIM ORTAKLIGI

## Modern Slavery Statement (Canada and the UK)

Reporting Year: 2024

### 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 modern slavery statement pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2024, c. 9) and the UK’s *Modern Slavery Act 2015* (s. 54). 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 passenger and cargo flights to and from destinations around the world.
- 2.2 THY is not primarily involved in the production (manufacturing, extracting, growing, or processing) or selling of goods 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 Forced or child labour risks and steps taken by THY to assess and manage these risks

- 3.1 At this time, THY has not identified forced labour or child labour risks in its activities and supply chains. However, building on the policies and procedures we currently have in place, THY has developed and implemented strategies to assess and manage forced labour and child labour risks..
- 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/>

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.
- 4.2 THY is committed to implementing and maintaining robust due diligence processes and trainings to identify, assess, and mitigate the risks of modern slavery and human trafficking within our operations and supply chains.

#### **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 committed to conduct regular reviews of THY's policies relating to forced/child labour to assess their continued effectiveness, and to put in place measures where any issues are found.

## 10 Approval of the Statement

- 10.1 In accordance with section 54 of the UK *Modern Slavery Act 2015*, as well as in accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act)* and in particular section 11 thereof, I, in the capacity of Chairman of the Board and the Executive Committee, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity 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 and of the UK *Modern Slavery Act 2015*, for the reporting year listed within this report.

Signed

By:

Prof. Ahmet BOLAT

Chairman of the Board and the Executive Committee

Date: 14 April 2025

I have the authority to bind THY.