

## Safran Landing Systems Canada Canadian modern slavery and child work statement for 2024

### Statement from Chief Executive

As a business, Safran Landing Systems Canada ("Safran LS") is committed to doing all we can to combat modern slavery and child work. We have updated our company policies and procedures and put systems in place that reflect our zero tolerance approach. We have contacted every product supplier we do business with to certify that they mirror our values and share our stance on this issue. Our policies have been designed to embed the awareness and understanding required to advance our company culture where a clear and robust stance against modern day slavery and child work is maintained.

### Organization structure

Safran LS manufactures landing gear systems and components. Safran LS is incorporated under the laws of Ontario and is a subsidiary of Safran Landing Systems ("Safran Group"), a corporation incorporated under the laws of France, who itself is a subsidiary of Safran SA ("Safran"), a publicly traded company on the Paris Stock Exchange. Safran has over 92,000 employees worldwide, has locations in 27 different countries, and operates in many more.

Safran has an annual expected turnover in 2024 of approximately €27.4 billion.

### Our business

Safran LS's business is organized into three operational areas: Civil, Military, and Repair and Overhaul. Various departments support these operational areas including Finance, Human Resources, Quality and IT.

### Our supply chains

Safran LS's supply chain comprises approximately 200 product suppliers. These companies are based all over the world. 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, NADCAP, ISO170025) and 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 450 non-product suppliers who are managed by Safran LS. These suppliers are subject to similar due diligence processes.

### Our Policy on modern slavery and child work

Safran LS is committed to ensuring that there is no modern slavery or child work in our supply chains or in any part of our business. Our publically posted Charter of Ethics states that: ***"Under no circumstances will the Group use suppliers that breach human rights and fundamental freedoms, in particular by employing children or using forced labor"***

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 modern slavery and child work is not taking place anywhere in our supply chains.

### **Due diligence processes for modern slavery and child work**

As part of Safran LS' initiative to identify and mitigate risk, we require all suppliers to comply with the SAFRAN RESPONSIBLE PURCHASING GUIDELINES and audit that all of our tier one product suppliers respond with acknowledgement of their awareness and need for their due diligence and procedures both for internal compliance and within their own supply chains.

We have put in place processes to:

- Identify and assess potential risk areas in our supply chains.
- Monitor and mitigate the risk of modern slavery and human trafficking occurring in our supply chains.
- Safeguard whistle-blowers through an anonymous tool available on our corporate website.

### **Supply chains which have been tagged as risky**

Safran Group is deploying the solution of a global leading provider of sustainability ratings to identify, prioritize, and mitigate risk across global supply chains. Specific risks related to Labor & Human Rights are assessed at country and activity sector level.

### **Supplier adherence to our values**

Safran LS has a zero tolerance stance on modern slavery and child work. All new suppliers and contractors are selected in accordance with the Fighting Against Forced Labor and Child Labor in Supply Chains Act (S.C. 2023, ch. 9) ("the Act").

To ensure Safran LS' existing suppliers and contractors comply with our values we have put in place monitoring measures as part of our Supplier Quality Audit process. Existing suppliers' and contractors' contractual terms and conditions have been updated on renewal of contracts requiring compliance with the Act.

There is a whistleblowing process open to all, including suppliers' employees, which would allow them to alert Safran, to a situation of modern slavery, or child labor that they witness through the main corporate home page.

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

As recommended in the Act, Safran LS 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.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and child work, Safran LS will provide training to our Executive Committee, Supply Chain, Purchasing, Shipping and Human Resources teams. Training will be reviewed on a biennial basis. New recruits in the designated areas will be trained within the first 12 months of starting with the company.

## **Our effectiveness in combatting modern slavery and child work**

Safran LS 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 will contribute to the “Vigilance Plan” exercise of Safran, which aims to respond to French Law no. 2017-399 of March 27, 2017 relating to the duty of vigilance of parent companies and ordering companies. This law requires Safran and its subsidiaries to monitor and remediate risks relating in particular to human rights, including modern slavery and child labor. This regulatory exercise requires the Safran 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.

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

## **Further Steps**

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

This statement is made pursuant to section 11 of the Act and constitutes Safran LS' modern slavery and child work statement for 2024.

Signed in Ajax, Ontario, Canada on the 28th day of May, 2024.



Deane WEATHERBY  
Chief Executive Officer  
Safran Landing Systems Canada Inc.