



IAG INTERNATIONAL
AIRLINES
GROUP

HUMAN RIGHTS POLICY

IAG Human Rights Policy

Purpose and Scope

As one of the largest airline groups, we recognise the importance of respecting human rights and this Policy sets out the commitment of International Consolidated Airlines Group, S.A. (“IAG”) and its operating and subsidiary companies (together “the Group”) to upholding human rights in their business and within their supply chain.

This Policy applies to all employees, officers and directors of the Group, anyone engaged in our operations, and anyone performing services for or on behalf of the Group.

Policy Statement

IAG is committed to upholding human rights in all its operations and conducting business in a manner that respects the rights and dignity of all people.

We respect, protect and promote internationally recognised human rights as set out in the Guiding Principles on Business and Human Rights published by the United Nations.

We avoid causing or contributing to adverse impacts on human rights through our activities. Where we identify IAG has caused or directly contributed to adverse human rights impacts, we engage and address these through appropriate remediation processes, and we include our stakeholders where relevant.

We expect all employees, directors, contractors and suppliers to respect the human rights of others as they carry out their work for or on behalf of the Group. Our expected standards of business conduct and practices are set out in the IAG Code of Conduct and the IAG Third Party Code of Conduct.



IAG Human Rights Policy

Principles

IAG is committed to:

- **Diversity, inclusion, equal opportunities and fair treatment** – promoting diversity and inclusion, providing equal opportunities, irrespective of age, gender, disability, ethnicity, religion, sexual orientation or other protected characteristics, ensuring fair treatment at all times.

The Group Equity, Diversity and Inclusion Policy, the Directors' Selection and Diversity Policy and the IAG Code of Conduct support the commitment to fair treatment, non-discrimination and respect for human rights. We are committed to maintaining a workplace free from harassment and discrimination and promoting a culture of respect and inclusivity, fostering an environment where every individual can thrive.
- **Freedom of association** – respecting the rights of employees to form or join a labour union. Where employees are represented by a legally recognised union, we are committed to establishing a constructive dialogue and to bargaining in good faith with their representatives.
- **Forced or child labour** – implementing a zero-tolerance approach to forced or child labour through systems and controls to ensure these practices do not take place in our business or within our supply chain.
- **Modern slavery and human trafficking** – ensuring that we do not engage in exploitation in our business and comply with applicable laws. IAG does not tolerate any form of modern slavery or human trafficking.
- **Labour Standards** – upholding high labour standards by providing a safe, secure and healthy work environment in line with applicable health and safety laws, regulations and internal policies. We work with our employees and address or remediate any identified risks of accidents, injury and health impacts.
- **Supplier expectations** – requiring our suppliers and business partners to respect human rights in the activities that they carry out for or on behalf of the Group. We seek reassurances from our suppliers that they comply with our Third Party Code of Conduct and hold their own suppliers to the same standards.



IAG Human Rights Policy

IAG Approach

- **Governance and Implementation**

This Policy is overseen by the IAG Group Sustainability Officer, who will monitor the adherence to the commitments contained in this Policy across the Group.

- **Reporting under the Policy**

All employees of the Group are expected to speak up and report an actual or suspected breach of this Policy (and all other Group policies) through the Speak Up channel, their line manager and/or the Legal, HR or the Ethics and Compliance teams in their operating company, in line with the IAG Code of Conduct. IAG has zero tolerance for retaliation against those making reports or raising concerns in good faith.

External parties, including suppliers or business partners, are also encouraged to report any known or suspected breaches of this Policy through IAG Speak Up channel.

Reports are treated confidentially, and thorough investigations are conducted into all cases, whether discovered or reported.



Learn more

[IAG Speak Up Hotline](#)

- **Transparency**

The IAG Board of Directors reports annually to stakeholders on the progress made on our approach to human rights through the Annual Report.

- **Communication**

This Policy is communicated to all employees, directors, suppliers and business partners across the Group. Anyone requiring additional guidance should contact their line manager, the Legal, Sustainability, HR or Ethics and Compliance team in their operating company.

- **Integration with relevant policies**

This Policy is aligned with other policies in force on matters referenced to ensure a cohesive framework for our commitments.

- **Breach**

A breach of this Policy can lead to disciplinary action up to dismissal. All breaches will be managed in accordance with the relevant operating company's established disciplinary procedures or contract engagement terms. Where compliance with local laws, rules, regulations or local policies of an operating company is violated, the operating company may contact relevant law enforcement agencies.



Review and Changes to this Policy

This Policy is approved and will be reviewed by the IAG Board of Directors periodically to ensure it reflects the Group's approach to human rights.

