
Airbus Responsibility & Sustainability Charter

We are a global company that believes in promoting responsible business practices across our value chain to support sustainable growth. Our purpose is creating a better connected, safer and more prosperous world.

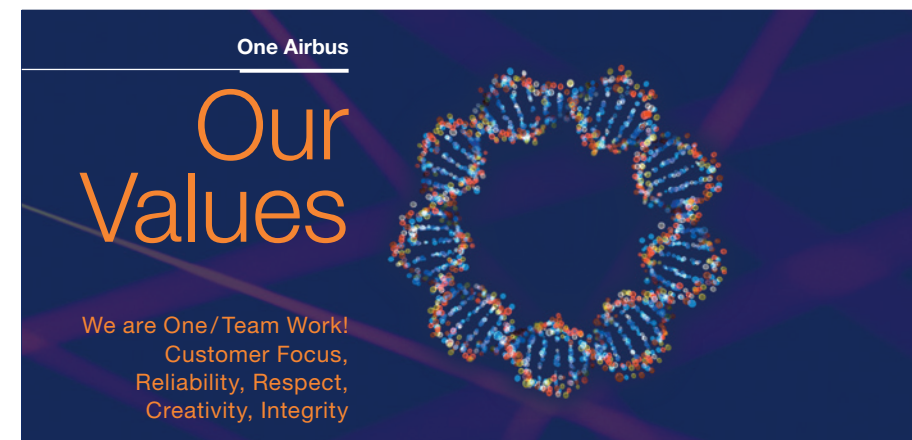
This charter sets out how everyone at Airbus plays a part in fulfilling this purpose, guided by our values in how they work and interact with stakeholders, from customers and suppliers through to partners and shareholders.

Airbus Purpose

Airbus people make up a diverse global community driven by ambition. We are working to harness the full capabilities of our business and realize the potential of new technologies. We aim to go above and beyond to serve our customers, working with integrity to secure the trust of society. As we come together, we have a clear focus and strong vision - to lead and pioneer the future of aerospace.

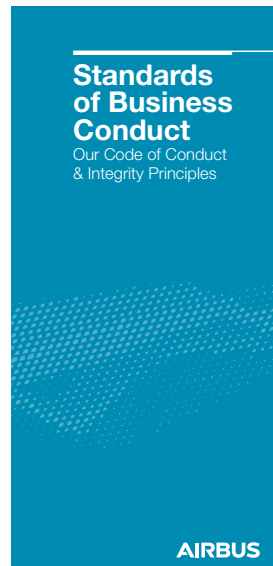
Airbus' Values: our DNA

Over the past year, people across Airbus have had the opportunity to help shape our culture by participating in a values survey. They have selected six values to guide the way we work.



Promoting Responsible Business

We are determined to conduct our business responsibly with integrity.



COMMITMENTS

Product Safety: We are committed to our duty of accident prevention, and constantly champion safety improvements so that we can achieve this.

Anti-corruption and bribery: The Airbus Ethics & Compliance Programme seeks to ensure that the company's business practices conform to applicable laws, regulations and ethical business principles, as well as developing a culture of integrity.

Labour relations: In a context of globalisation, we set a strong labour structure to ensure the deployment of common principles and standards where we operate.

Environment: We are committed to acting responsibly by reducing our own environmental impacts and influencing the reduction of those of our value chain, to promoting international goals for the aerospace industry in these areas, and even to bringing solutions to monitor climate change.

Respect for human rights: We expect all people to be treated, and to treat others, with respect and dignity.

Diversity: We promote diverse profiles and an inclusive working environment in which all employees are respected and valued for their distinctive characteristics.

Health & Safety: We are committed to protect people and the business through responsible management of health, safety and well-being at work.

Supply Chain: We are resolute to continue integrating high standards of responsibility throughout our operations and to require them in our supply chain.

Community impact: We support communities by partnering with local stakeholders and international organisations, encouraging employee volunteering and providing resources to the Airbus Foundation.

Helping to Solve Societal Challenges

We believe in the potential of responsible businesses to help make the world a better place. We are committed to applying our resources and energies to seeking solutions for societal challenges.

We strive for excellence in engineering, manufacturing and customer service. Airbus people are focused on delivering innovative solutions to improve the way we live, travel, connect and protect ourselves.

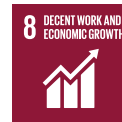
Our approach to sustainable development is guided by the internationally recognized UN Sustainable Development Goals. We first set our commitments against the relevant UN goals.



A commitment to achieving inclusive and quality training or development aligns to our belief that education is one of the most powerful vehicles for progress.



We believe empowering women, promoting equal opportunity and ending all forms of discrimination is not only a human right, but also has a multiplier effect across all other development areas.



Promoting inclusive and sustainable economic growth, full and productive employment, decent work and equal pay for everyone is at the heart of our business philosophy.



We believe sustained investment in infrastructure and innovation are crucial drivers of economic growth and development.



Reducing environmental footprint and ensuring responsible health and safety management are key to achieving sustainable development. We are focused on meeting both the short and long-term challenges we face.



We are committed to reducing our contribution to climate change by reducing the carbon intensity of our operations. We are also working in partnership with suppliers, industry and government stakeholders to achieve our ambitious sectorial emissions reduction goals.



We work together with national governments, international organizations and customers to develop defense solutions that help to keep our world safer. In doing so, we are committed to innovation in civil and defense solutions to make them even more effective in addressing societal needs.



At Airbus, we come together as one in partnerships so that we can act together as responsible citizens in meeting societal and environmental challenges.

Airbus Management Commitment



TOM ENDERS
Chief Executive Officer, Airbus



THIERRY BARIL
Chief Human Resources Officer,
Airbus



JANE BASSON
Chief of Staff to the CEO



PATRICK DE CASTELBAJAC
Executive Vice President
Strategy & International



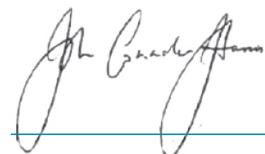
BRUNO EVEN
Chief Executive Officer,
Airbus Helicopters



GUILLAUME FAURY
President of Airbus
Commercial Aircraft



MARC FONTAINE
Digital Transformation Officer



JOHN HARRISON
General Counsel, Airbus



DIRK HOKE
Chief Executive Officer,
Airbus Defence and Space



RAINER OHLER
Executive Vice President
Communications



GRAZIA VITTADINI
Chief Technology Officer



HARALD WILHELM
Chief Financial Officer, Airbus