

### Transparency act - Statement

This statement has been published by the Norwegian company Airbus Defence and Space AS (hereinafter ADS AS) in accordance with the Norwegian Transparency Act (Åpenhetsloven). One of the stated aims of the Act is to "promote businesses' respect for fundamental human rights and decent working conditions in connection with the production of goods and the provision of services".

### Company Overview

ADS AS is an affiliate within Airbus SE's Airbus Defence & Space division. ADS AS focuses on providing secure communication services, both fixed and temporary infrastructure, and follows an agile working methodology to deliver its services. ADS AS collaborates closely with customers to develop solutions and innovative features, with a particular emphasis on partnerships with defence authorities and agencies (NATO et al.).

### Governance and Policies

ADS AS is committed to conducting its business in compliance with the directives, policies and practices of Airbus SE. In this regard ADS AS takes into account the following international human rights standards and principles:

- International Bill of Human Rights, consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- OECD (Organisation for Economic Cooperation and Development) Guidelines for Multinational Enterprises on Responsible Business Conduct
- OECD Due Diligence Guidance for Responsible Business Conduct
- Ten Principles of the UN Global Compact

These commitments are integrated within Airbus' group policies and embedded throughout the company through its business management system. ADS AS applies the following company-wide policies:

- Airbus Code of Conduct ([here](#))
- Airbus Supplier Code of Conduct ([here](#))
- Airbus Company Human Rights Policy
- International Framework Agreement
- Airbus Health and Safety Policy
- Airbus alert and grievance mechanism ([here](#))

### Due Diligence

Airbus is committed to undertaking ongoing human rights due diligence throughout its own operations, business and supply chain in respect of activities under its full direct control and as per applicable law to identify and mitigate or prevent any adverse human rights impacts related to its activities. This due diligence approach is aligned with the OECD Due Diligence Guidance for Responsible Business Conduct and includes the following steps:

1. Embedding responsible business conduct
2. Identifying and assessing potential and actual impacts
3. Acting to address, cease, prevent, mitigate or avoid adverse impacts
4. Tracking performance including use of appropriate KPIs and targets
5. Communicating and reporting on findings and performance
6. Cooperating in appropriate remedy

**For further information on Airbus' approach to human rights due diligence, including its approach to risk mitigation measures, effectiveness and performance, stakeholder engagement, grievance mechanisms, see the Airbus Human Rights Policy Statement available on the human rights page of [Airbus.com](https://www.airbus.com).**

During the period from July 2023 to June 2024, the due diligence efforts of ADS AS have not uncovered any actual adverse impacts or significant risks that necessitate immediate action beyond existing measures.

If you require additional information, please send a request, by email with "The Norwegian Transparency Act" in the subject field, to: [ads\\_norway@airbus.com](mailto:ads_norway@airbus.com).

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CEO, ad interim