



Thai Airways International Public Company Limited
89 Vibhavadi Rangsit Road, Bangkok 10900, Thailand
Tel : 66 (0) 2545-1000, 66 (0) 2695-1000

Anti-Slavery Statement

Ethical Commitment

Thai Airways International Public Company Limited and group company entities ("THAI") are opposed to slavery and human trafficking and are committed to making meaningful improvements to sustainable workplace conditions and business practices including, but not limited to, the prevention of forced or trafficked labour. Through developing our own operations and encouraging our suppliers to do so, we consider the social, environmental and financial impact of our business throughout our supply chain. We are looking at joining our industry peers in global initiatives that drive corporate responsibility throughout the airline industry.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the "Act") and constitutes our slavery and human trafficking statement for the financial year 2019 and onwards. It sets out the steps that THAI has taken and intends to take to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

Our Business

THAI operates airlines and transports passengers, goods and parcels throughout Thailand and to major cities around the world. We operate scheduled flights and charter flights. We also have other related businesses including supporting airfreights.

Our Staff

All our staff and board members realise the importance of Human Rights across the world. As an organisation, we are committed to ensuring all people are treated fairly and work in an environment free from harassment and discrimination.

Trafficking is a concern in the airline industry and we are committed to raising the awareness of all of our staff on this serious issue. Whilst our flight crew may have the most exposure to potential trafficking situations, all of our staff work to protect against this. We are establishing clear processes in place to ensure that our staff know how and where to report any suspected incidences of Modern Slavery.



Our Supply Chains and Due Diligence Processes

We are aware that our goods and services come from all over the world. Examples of customer products include inflight food and beverages, blankets and headsets which are all manufactured in Thailand. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our working practices reflect our commitment to acting ethically and with integrity in all our business relationships and to maintaining effective systems to ensure forced labour or trafficking is not taking place anywhere in our supply chains.

Policies and Risk Assessment

We have comprehensive policies in place to help ensure our business is conducted according to rigorous ethical, moral, professional and legal standards. For example:

Whistleblowing Policy: We encourage all our employees, workers, customers and other business partners to report any concerns related to our direct activities or supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can report directly to the President via e-mail : tgpresident@thaiairways.com or via address : 89 Vibhavadi Rangsit Road, Bangkok 10900, Thailand.

Anti-Bribery Policy: Our policy confirms THAI's zero tolerance of bribery and corruption and extends to all business dealings and transactions. All employees, officers, agents or consultants or any persons or companies acting for THAI or on our behalf are expected to adhere to this policy.

Our Alliances and Partnerships

We understand that our contribution will count more if we act in concert with others. Therefore, we are joining our industry peers in global initiatives that drive corporate responsibility throughout the airline industry.

As the Thai national airline, we announced our vision in our *"National Premium Airline with Touches of THAI and Effective Management for Sustainable Profitability"*.

We also favour long-term partnerships with our suppliers and we work with them to improve the sustainability criteria of our supply chain and continue searching for new solutions and alternatives.

Future Steps

It is important that our policies and procedures relating to the prevention of modern slavery and human trafficking evolve in line with best practice and changing circumstances. To that end we will be taking the following steps to ensure we are compliant with the law.

- We aim to contact our suppliers asking them to reconfirm to us that there is no modern slavery or human trafficking in their supply chains or business and that they have adequate systems in place to identify, assess, monitor and mitigate potential risk areas in their business and supply chains and to protect whistle blowers.
- We aim to widen the scope of our whistleblowing policy to specifically include reporting on modern slavery and human trafficking.
- We hope to introduce training on modern slavery and human trafficking for all employees. We understand that training is a fundamental way to raise awareness and to effectively implement the organisation's commitment to fair working practices.
- We hope to develop a code of practice for engaging new suppliers. This will include requirements for pre-contract due diligence to be carried out in relation to a supplier and a requirement that all contracts include provisions for compliance with relevant legislation and for termination if the supplier violates any laws which prohibit forced labour, slavery and human trafficking.
- We will continue to update our policies and procedures on an ongoing basis to ensure we maintain appropriate safeguards against the mistreatment of persons involved in our business or supply chain. In addition, we will provide the performance indicator in order to ensure that we follow our policies and procedures.

Bangkok, March 25, 2019

THAI AIRWAYS INTERNATIONAL

PUBLIC COMPANY LIMITED



Sumeth Damrongchaitham

President