

Modern Slavery and Human Trafficking Statement

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 setting out the steps taken by Cathay Pacific Airways Limited (**Cathay Pacific**) during the year ended 31 December 2019 to prevent modern slavery and human trafficking in our business and supply chains.*

About Cathay Pacific

Cathay Pacific Airways Limited ("Cathay Pacific"), with its subsidiaries Hong Kong Dragon Airlines Limited ("Cathay Dragon"), Hong Kong Express Airways Limited ("HK Express") and AHK Air Hong Kong Limited ("Air Hong Kong") (the "Group") operated 236 aircraft at the end of 2019, directly connecting Hong Kong to 119 destinations in 35 countries worldwide (255 and 54 respectively with codeshare agreements), including 26 destinations in Mainland China. The Group, and its subsidiaries, employ more than 34,200 people worldwide, of whom around 28,200 are employed in Hong Kong. Its other investments include catering and ground-handling companies.

Our People

Cathay Pacific's Corporate Code of Conduct sets out principles for achieving a respectful and diverse workplace. The Code applies to all staff employed by Cathay Pacific and its subsidiaries and includes policies related to business ethics, anti-discrimination, anti-harassment, diversity and equal opportunity. The Code of Conduct also includes the Company's commitment to human rights, and that we strive to keep our operations free from human rights abuse, including human trafficking and child labour. All Cathay Pacific Group employees are expected to read and adhere to the Code of Conduct.

In 2019 the Group introduced our Human Rights Policy which is aligned to the laws of Hong Kong and international best practice. It outlines our commitment to issues such as diversity, equal opportunity and workplace security. It also defines our position on protecting the human rights of our supply chains.

Our Operation

As part of the aviation industry, we are concerned that cross-border criminal groups and individuals may exploit the interconnected air transport system to facilitate human trafficking. Stepping up our efforts to protect customers against this grave crime, we have developed two new guiding documents on the matter in 2019. Our new Modern Slavery and Human Trafficking Policy Statement states our commitment to the fight against human trafficking. In 2019 we added an internal document, the Modern Slavery and Human Trafficking Policy, which outlines practices to be carried out across different business units, including employee training and raising awareness. The Company will use this document to drive our work in this



important area. Training for frontline roles will begin in 2020, equipping our people with the skills to recognize, respond to and report potential human trafficking cases.

Our Supply Chain

Cathay Pacific is committed to act ethically and with integrity in all business relationships which includes implementing policies and procedures to ensure that there is no modern slavery or human trafficking in its supply chains or in any part of the business.

Cathay Pacific's Procurement and Aircraft Trading department manages the airline's supply chain, conducts supplier due diligence as required and works to ensure suppliers' adherence to Cathay Pacific's Supply Chain Sustainability Code of Conduct, which among other things, contains prohibitions against using child labour and forced labour.

Further steps

Going forward, Cathay Pacific is committed to continuously improving our procedures and processes to eliminate human trafficking risks in our operation and modern slavery risks in our supply chain.

Signed,

A handwritten signature in black ink, appearing to be 'Augustus Tang', is written over a faint, illegible background.

Augustus Tang

Chief Executive Officer

Cathay Pacific Airways Limited