

**Declaration FO Airbus SAS - SEC of May 28, 2025**  
**Information and consultation on changes to the Airbus SAS internal regulations and their annexes**

In this new version of the Airbus SAS internal regulations that you have just presented to us, we welcome the introduction of **CE-compliant "high-visibility" clothing**. This new concept makes sense since it expands site access to the entire range of approved clothing available on the market for two-wheeled vehicles, not just "vests."

**FO** therefore welcomes this development, which responds to the demand of a large number of "cyclist" employees.

Regarding the new measures aimed at prohibiting access to the Airbus SAS site during vacations or any other authorized absences, **FO** considers this measure unfair because it goes against the company's values, which promote sports and culture for the well-being of employees. In fact, it would abruptly deprive a large number of employees of Social and Cultural Activities (ASC), some of which are practiced on the Airbus site, notably the **Gym Yoga** and **Wellbeing sections**, which together have nearly 1,000 members.

In doing so, employees would find it difficult to understand why they would no longer be able to access the spaces dedicated to social and cultural activities. Moreover, these same **employees pay an annual subscription** to use these facilities. Denying them access would amount to making them pay for a service to which they are no longer entitled, thus creating a financial injustice.

Beyond social and cultural activities, other issues must be considered, such as appointments with social workers held on the Airbus site, access to the concierge service, and the Action Logement office, which offers on-site appointments every Tuesday, as presented by the Housing Committee at the last CSE-E meeting on April 30, 2025.

These examples are obviously part of a non-exhaustive list of other situations that our employees may encounter.

Under these conditions, we find it very complicated to implement an authorization principle when employees do not know in what form and within what time frame they should request it, or even to whom.

Instead of simplifying security, these measures would only complicate its management.

**In light of these elements and the consequences for employees, the FO elected representatives will issue a notice of abstention.**