

FO Airbus SAS Statement - September 1, 2025
Audit Human Rights

The human rights audit is a commitment by Airbus to audit 100% of its sites with more than 100 employees by the end of 2026 and will be conducted by a third-party service provider. This audit, which will take place over three days from **September 30 to October 2, 2025**, will include a site visit, individual or small group interviews with approximately 30 to 40 people, and a document review.

The interviewees will be selected by the auditor from a list provided on the day. The group of respondents will be composed of one-third Airbus support staff (doctors, nurses, E&C representatives, etc.), one-third Airbus employees, and one-third subcontractor employees.

This audit will be a unique opportunity to assess all of these essential issues: contracts, compensation, working hours, freedom of association, and the prevention of discrimination and harassment.

For **FO**, this audit should not be seen as a mere formality, but as a moment where employees' working conditions will be scrutinized and where freedom of speech should enable the implementation of effective action plans to improve, among other things, the suffering at work that is observed every day within our company.

One-third of the employees interviewed by the auditor will be Airbus employees. It is therefore essential that they be able to express themselves clearly and unitedly. We invite them to raise their issues and defend everyone's interests.

As a union, we will ensure that this audit is conducted impartially and that its conclusions are not simply a validation of existing conditions. The goal is the continuous improvement of our working conditions, and we will not compromise on this point.

Furthermore, we would like the results to be presented to the CSE (Works Council) so that the conclusions can be shared transparently with staff representatives.

In view of these elements, **FO** will therefore give a **FAVORABLE notice** on this audit.