

Eutelsat Group Modern Slavery Statement

2024

Introduction

This statement is made on behalf of Eutelsat Group pursuant to section 54(1) of the Modern Slavery Act 2015. It outlines our commitment to combatting modern slavery and human trafficking and sets out the steps Eutelsat Group has taken during the financial year ending June 2024 to prevent slavery and human trafficking in its business and supply chains. For further transparency this statement will be uploaded to the Home Office's Modern Slavery Statement Registry after publication.

The Organisation

Eutelsat Group is a leading global satellite operator, providing satellite communications services to broadcasters, internet service providers, telecommunications operators, and government agencies worldwide. Its headquarters are in Issy-les-Molyneaux, France with offices in the UK, US, Canada, Italy, Mexico, and Australia. With operations spanning multiple continents, we are committed to conducting our business with integrity, transparency, and respect for human rights.

Our Policies and Principles

We have implemented policies and procedures to prevent slavery and human trafficking in our operations and supply chains.

These include:

- 1. Supplier Code of Conduct:** We have a Supplier Code of Conduct that sets out our expectations regarding labour practices, human rights, and ethical conduct. It condemns human trafficking and modern slavery. We include contractual commitments to follow our Supplier Code of Conduct in our standard contracts. If the supplier requests a variation (the supplier may have their own internal Code of Conduct with equivalent commitments) this will be considered on a case-by-case basis.
- 2. Employee Code of Ethics:** Our Employee Code of Ethics prohibits all forms of slavery, forced labour, and human trafficking within our organisation. We ensure that all employees

are aware of

their responsibilities under this code. By the end of the 2024/25 financial year, we will aim to complete a revision of our Employee Code of Ethics and our Supplier Code of Ethics to align it with best practices globally. This revision will reflect our evolving commitments to maintaining high ethical standards, corporate responsibility, and our core values of honesty, integrity and respect for human rights.

- 3. Recruitment Practices:** We have processes in place to ensure that all employees are recruited fairly and in compliance with relevant legislation. We do not use forced labour or engage in any form of human trafficking in our recruitment practices.

Due Diligence

As part of our commitment to identifying and mitigating the risk of slavery and human trafficking within our supply chains, we conduct due diligence on all our third parties. Suppliers of Eutelsat Group are screened for Politically Exposed Persons, sanctions and restricted parties' lists, adverse media, and any enforcement action taken, including in relation to violation of human rights. The supplier is only appointed after an initial assessment has been performed. Our internal procedure ensures that payments cannot be made with suppliers who have not been approved. In addition to an initial background screen, the screening tool continuously monitors third parties to stay on top of any potential changes in third-party profiles and activity that may alter initial assessments of risk levels.

We recognise the importance of collaboration with stakeholders to address modern slavery effectively. Eutelsat Group actively engages with its higher risk suppliers to raise awareness of modern slavery risks and to encourage compliance with our Supplier Code of Conduct.

Training and Awareness

Eutelsat group aims to enhance its' training and awareness-raising initiatives to employees and higher-risk third parties to ensure they understand the risks of modern slavery and human trafficking and their role in preventing it. We aim to begin this in the financial year 2024/25.

Risk Assessment

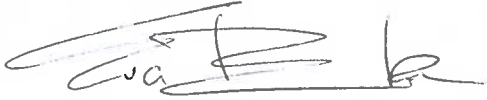
We conduct regular risk assessments to identify and assess the risk of modern slavery in our operations and supply chains. This includes assessing the geographical locations, sectors, and nature of our suppliers' operations, with a focus on high-risk areas such as construction, maintenance, and logistics. In the coming year, Eutelsat Group will continue to strengthen our efforts to combat modern slavery by enhancing our risk assessment processes to ensure they are comprehensive and proactive.

Whistleblowing

Eutelsat Group has in place whistleblowing procedures that enable violations of our Code of Ethics or Supplier Code of Conduct to be reported. Issues or concerns can be raised internally or our online platform 'SpeakUp' can be used anonymously or with a reporter's name. Retaliation against those raising a good-faith concern is strictly prohibited. In 2023/24 there were no potential violations of our policies in relation to modern slavery. We will continue to monitor Modern Slavery risk, by considering information received from our business partners and through our due diligence processes, reports and concerns raised through SpeakUp, and the wider business, training programmes and our professional organisation partners.

Approval

This Modern Slavery Statement has been approved by the Board of Directors of Eutelsat Group and is signed by Eva Berneke, CEO, on behalf of Eutelsat Group.

X 

Eva Berneke
CEO

Eutelsat Group

This statement will be reviewed annually and updated as necessary to reflect our ongoing commitment to combatting modern slavery and human trafficking.