

## Addendum to Sustainability Report 2010.

As Luxembourg has the most stringent labor laws, Cargolux is operating in a highly regulated environment in this regard. Fundamental rules, such as freedom of association and prevention of forced and compulsory labor are stated in Luxembourg laws and regulations.

The Cargolux Collective Work Agreement and the Code of Business Conduct and Ethics contain policies and procedures to ensure that human rights are respected at the workplace and discrimination of all kind and harassment are avoided. When facing such a situation, employees will be supported by the Human Resources Department or the Corporate Ombudsman. Further confidential reporting channels are part of 'Compliance for Business', a very extensive compliance program that was launched in 2010.

In 2010, compliance was one of the highest priorities of the Company and a comprehensive Compliance Strategy was launched in May 2010 and rolled out Companywide from early 2011. Major milestones are being concluded during the year of 2011, such as adapted and supplemented internal policies, supplier due diligence procedures and an extended compliance training curriculum. In 2010, a great number of employees already went through class room and e-learning trainings on compliance and human rights related issues.