

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

N3 Engine Overhaul Services GmbH & Co. KG

Introduction

The respect for human rights is self-evident and forms an integral part of N3's culture that acts with responsibility and integrity. Modern slavery is a crime and a violation of fundamental human rights. We are committed to improve our practices to combat modern slavery and human trafficking. Our statement outlines the steps we have taken to prevent Modern Slavery within our company and our supply chains and sets out our plans for future improvements. This statement corresponds to section 54 (1) of the Modern Slavery Act 2015 (United Kingdom) and constitutes our Group's slavery and human trafficking statement for the financial year ending December 31st, 2022.

In conformity with section 54 of the Act, in this statement we report about:

- I. About N3 – our organizational structure
- II. Our policies regarding Modern Slavery, Human Trafficking, Human Rights
- III. Our supply chains
- IV. Our further steps to prevent Modern Slavery
- V. The approval for this statement

1 About N3 – our organizational structure

N3 Engine Overhaul Services (N3) in Arnstadt, Thuringia, is the European Technology Centre for the maintenance and repair of Rolls-Royce Trent engines and components. The joint venture between Lufthansa Technik AG and Rolls-Royce plc has 762 employees (plus 28 trainees, 1 temporary worker) as of December 31st, 2022.

2 Our policies regarding Modern Slavery, Human Trafficking, Human Rights

N3 attaches great importance in conducting its business in line with internationally acknowledged principles and is committed to embedding respect for human rights as an integral element of its corporate culture. Our Company has a unionized workforce. We consult with employee representative body, including trade union and works councils.

The binding Code of Conduct documents the values, principles and standards of conduct of the N3. Point 6 expressly states, "We respect and uphold the dignity of our employees, customers, and business partners. In all our actions, we ensure that we act in accordance with human rights and recognize international labor and social standards. In particular, we reject child labor, forced labor, and exploitation or discrimination of any kind." The Code of Conduct is binding for all bodies, managers and employees of N3.

Our company is obliged to identify human rights risks and report the type and number of suspicious incidents. Individual complaints can be made by third parties to the external ombudsman – confidentially if requested.

N3 uses the electronic whistleblower system of Lufthansa Group. It was established in 2021 in addition to the existing ombudsman system to facilitate the submission of compliance related hints. This system was extended in 2022 also to human rights related hints. An overview of all our whistleblowing channels is available on our website.

Employees of N3 can also report to their manager, Compliance Manager, human resources department or the employee representatives. A works agreement with regard to grievance procedures is already in place for all employees.

3 Our Supply Chains

Taking ESG aspects in the supply chain into account is an important element of acting responsibly. In addition to economic aspects, impacts on human rights and the environment are taken into consideration during the procurement process. To meet the standards N3 sets for the sustainability of its own products and services, N3 relies on close collaboration with suppliers who share and implement these standards. This also forms part of N3's Code of Conduct, which is available on N3's website.

The obligation to assume social and environmental responsibility is a key element of the procurement policy.

4 Our further steps to prevent Modern Slavery

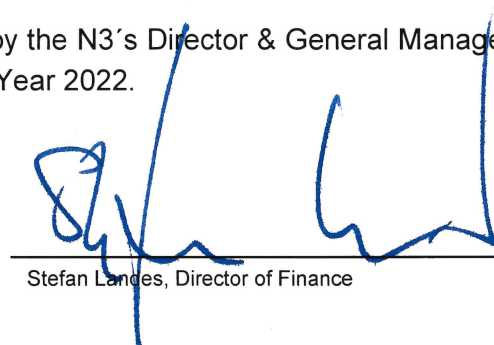
N3 as a globally operating company sees it as its responsibility to contribute. Companies do not control political developments in countries they operate in; however, they have a responsibility in the sphere of their work, especially towards their employees and suppliers worldwide. In the coming year, N3 will look to further improve its structures, practices and trainings to fight Modern Slavery and Human Trafficking.

5 Approval for this statement

On 31 May 2023, this statement was approved by the N3's Director & General Manager and Director of Finance with respect to the Financial Year 2022.



Carsten Behrens, Director and General Manager



Stefan Landes, Director of Finance