

Human rights aspect	Internal Amadeus process	Effectiveness
Prevention of child labour	Verification of age of employee when hired	100% of employees are over 15 years old
Prevention of forced labour	Employment contract based on employee's voluntary agreement	100% of employees have a right to unilateral termination of employment contract
Prevention of discrimination	HR policies based on objectives criteria	Clear definition of the policies and communication to employees and management
Right to collective representation and collective bargaining	No company measures to restrict collective representation and collective bargaining	53% of employees are working in a site where collective bargaining agreements have been signed and/or where employee representation exists