

EADS policy is to implement and maintain the highest standards of ethical and social responsibility both in the running of its various businesses and as its activities relate to the wider communities in which it works. Standards are laid down in a formal Ethics Code and in rules on insider trading.

### Defining corporate social responsibility

Corporate social responsibility (CSR) requires companies such as ours to manage their impacts on society and the environment as a core part of their business practice.

EADS strives to be a good citizen and to manage its impacts in as responsible fashion as possible. We have reported on our activities in this area in previous Annual Reports.

However, as in every other aspect of our business, we are always seeking to improve. The increasing profile of CSR as a topic provides us with the opportunity to explore ways in which we can take a more systematic approach to the subject. We have begun this process by defining the most significant impacts that our business has on the societies and environments where we work.

### The issues for EADS

#### CSR and the defence sector

EADS is committed to respecting international and national regulations governing sales and marketing of sensitive products and technologies, especially in the case of those products and services (representing approximately 20% of our revenues) which relate to legitimate national defence and sovereignty. We abide by all national and international export and customs procedures which regulate where, when and how EADS can sell goods, products and technology or exchange information.

#### Occupational health and safety

We have a duty to ensure that the working conditions for our staff and contractors are as safe and risk-free as possible.

To ensure this, all work places are carefully evaluated to identify any potential risks for employees, operators or contractors. Necessary prevention and protection measures are defined and implemented in accordance with this risk analysis.

In addition, safety and ergonomics are integrated in the design of all work places and in the construction of facilities to ensure the best working conditions for employees. Employees undergo regular and thorough medical examinations to detect any health problems and to promote healthier lifestyles.

#### Transparency in business practices

It is essential that we are able to demonstrate that all our business transactions are conducted in accordance with national and international laws.

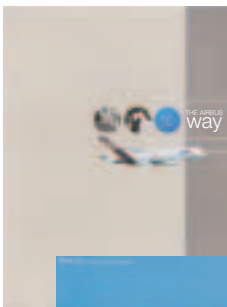
EADS has a code of ethics which states clearly what behaviour is expected from our staff, what behaviour will be rewarded, what are the rights and duties of all participants involved in the Group activities. EADS has repeatedly stated its commitment to respecting acquisition rules and procedures applicable in every country where we operate.

We have no "privileged or special" relationships with business partners or suppliers, which would not be justified on objective economic or technical grounds. The acceptance or granting of gifts or other advantages is only authorised under strict conditions of mandatory disclosure and the approval of management.

#### Environment

We accept that our business has significant impacts on the environment. To respond to this responsibility, we have implemented a corporate environmental policy to ensure that we comply with the laws and regulations of each country in which we operate, as well as investing in research and development designed to improve our ability to meet or exceed such regulatory standards. We actively support the participation of employees in pursuing new products and technologies that promote resource conservation, facilitate recycling and preserve the natural environment as much as possible.

Our business units are now working towards the implementation of Environmental Management Systems based on ISO 14001 standard or EMAS. This will ensure that consistent measures for the improvement of EADS environmental performance are systematically adopted in all sectors of activity.





### Supply chain

EADS's Code of Ethics makes clear the behaviour that we expect not just from our staff, but from all those with whom we deal, including our suppliers. For example, since the incorporation of Airbus as a single company, a global procurement policy has been implemented. Suppliers are required to comply with this policy as a condition of doing business with Airbus.

### Promoting learning

The future of the economies in which we work depends in part on the development of a highly-skilled workforce. To this end, EADS supports training initiatives both for its own workforce and in wider society. For example, EADS is a founder member of the European School of Management and Technology (ESMT) in Berlin.

EADS is also a partner in TIME, one of the major European networks, and plays an active role within the Club Time Plus of the Ecole Centrale, Paris. Run in partnership with major international companies, TIME (Top Industrial Managers for Europe) is a European double degree programme which enables French and foreign students to obtain two engineering degrees.

In addition, EADS financially supports and participates in a wide range of teaching activities at thirty of the main universities and schools (Polytechnique, Ensaë, Dauphine and others) in France.



### Donations

As part of our commitment to the promotion of learning, EADS also makes donations to educational and charitable institutions in our home countries of France, Germany and Spain. During 2002, around €6 million were donated to a number of high schools, universities as well as charitable organisations in these countries.

**Top:** EADS supported victims of the German flood

**Bottom:** EADS has been a patron of l'Envol centres since 1998

### Community engagement

Like any large company, we believe that we have a responsibility to the communities near our plants and offices. We also respond to other community concerns where it is appropriate.

For example, EADS provided €1 million to help the victims of the floods in 2002 in Germany. Donation campaigns were organised at several company locations. All Divisions provided help to affected suppliers and EADS staff.

EADS has also been a patron of "l'Envol" centres since 1998. These centres offer recreation under medical supervision to children with serious illnesses. The aim of these centres is to help children aged between 7 and 17 to enjoy life in spite of their symptoms.