

Human Rights and Community Relations

We recognize the fundamental principles of human rights, as outlined in the United Nations' Universal Declaration of Human Rights

Develop Emerging Markets and Encourage Social Mobility



Social Mobility

AerCap provides a global network of approximately 200 customers in approximately 80 countries with comprehensive fleet solutions. Our core business is focused on the provision of operating leases for new and used commercial aircraft from our existing fleet and order book of Boeing, Airbus and Embraer aircraft. The key benefit of an operating lease is that it enables airlines to grow their fleet in a cost effective way, giving them the flexibility to adjust their fleet in response to changing market conditions without the need to make substantial capital investment for aircraft acquisition

AerCap contributes to the growth, affordability and accessibility of air travel by enabling our airline customers to connect communities and nations across the globe

Due to the nature of our industry, we have very low exposure to human rights violations. Despite this, zero tolerance of human rights violations, including modern day slavery, child labor and human trafficking is built into our compliance philosophy. We also monitor any potential risks both in our operations and through our supply chain

Supporting Local Community and Education

Support Local Employment

- ▶ Headquartered in Dublin, AerCap supports the local and EU labour market by employing the majority of our workforce from the European Union
- ▶ We also support local employment across our offices globally
- ▶ At the same time, we also seek to have a diversified workforce (more details on Page 59)



Education

AerCap is committed to supporting the next generation of industry professionals through educational programs. These programs provide a pipeline of indigenous talent that supports the future growth and development of our industry

AerCap, along with other major aircraft leasing companies, is a sponsor of the prestigious MSc in Aviation Finance program at University College Dublin (“UCD”) Michael Smurfit Graduate Business School. In addition to the sponsorship, this program involves lectures by some of our key employees and internships are provided by the company to a number of students from the program, giving graduates the opportunity to gain valuable experience in a range of disciplines

AerCap is proud to support the ISTAT Foundation. The program helps young people develop careers in aviation by offering scholarships to college-level students who are academically qualified and in need of financial support. In addition, the funding goes towards education, grants and humanitarian programs of the ISTAT Foundation



UCD Michael Smurfit
Graduate Business School

the ISTAT foundation

Non-Discrimination and Diversity

We expect everyone at AerCap to work together with respect and dignity

Non-Discrimination Policies

- ▶ We align our non-discrimination policies with local laws in the locations we operate. For example, the Irish Employment Equality Acts 1998–2015 defines discrimination as treating one person in a less favorable way than another person based on any of the following 9 grounds:¹



Our Diversity Approach

- ▶ We see great value in the diversity of cultural, social and educational backgrounds as we serve customers from around 80 different countries
- ▶ We are immensely proud of our diverse work force:



Supporting Women in Aviation

- ▶ AerCap has been a long-term supporter of the Women in Aviation initiatives
- ▶ We have partnered with industry initiatives to further advance gender diversity and gender equality. In January 2019, we sponsored the AWAR roundtable lunch in Dublin during the aviation conference week
- ▶ We also provide excellent maternity healthcare and maternity leave to our employees



1. Source: https://www.citizensinformation.ie/en/employment/equality_in_work/equality_in_the_workplace.html.