

# safety policy

Virgin Australia believes safety is integral to our business and a crucial element of everything we do. The safe conduct of our flying operations and all supporting activities relies on our systems, our operating procedures, and most importantly in the way we think and act.

As an employer, Virgin Australia will provide and maintain a safe and healthy workplace for our guests, team members, contractors and visitors and we will strive to prevent workplace injury and illness in all our endeavours.

In order to achieve our safety goals and objectives, Virgin Australia as an organisation is committed to:

- A positive Safety Culture that is flexible, informed, based on learning, encourages reporting and is just
- Maintaining a structured and holistic safety management system, and corporate standards that provide a framework for effective hazard identification and risk management
- The establishment and achievement of goals, targets, measurements and strategies to monitor and improve safety performance and the management system
- Early identification, assessment and control of hazards and, where required, investigation of incidents to determine contributing factors and corrective actions
- Holding management accountable for establishing and maintaining safe workplaces and practices through policies, procedures, instructions and adequate resources to enable the safe conduct of work
- The provision of adequate resources for the implementation of this safety policy
- Actively and systematically managing safety-related risks associated with the airline operations
- The promotion of positive mental health and wellbeing, the prevention of the onset of mental illness and providing support to individuals experiencing mental illness
- Promoting early intervention and return to work for injuries and illness through responsible and equitable claims management
- Meeting or exceeding all aviation regulatory requirements in respect of our operations
- Meeting or exceeding all WHS legislative and associated health and safety requirements in respect of our operations
- Recognising safety achievements as part of good business practice
- Effective consultation and communication between team members and engaging with our business partners to actively support our safety beliefs and goals
- Establishment and reporting of relevant lead and lag safety indicators to drive continually improving safety performance
- Achieving industry leading performance and continuous improvement in workplace safety practices
- The provision of relevant education, instruction and information to all people supporting our airline
- The coordination of a Corporate Emergency Response Plan to protect the interests of our guests, staff and shareholders in the event of serious event or threat
- Reviewing this policy periodically to ensure it remains relevant and appropriate to the nature of our operations.

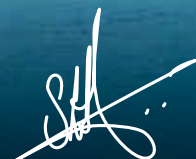
In all aspects of work, team members have accountability for their safety and to consider the health and safety of other people who may be affected by their actions. Specifically, team members must:

- Be responsible for their own safety
- Be fit for duty
- Ensure that their training is completed and they are current
- Follow standard operating procedures and policies
- Stop, think and identify hazards
- Wear personal protective equipment (PPE)
- Know their workplace evacuation procedures
- Report all safety hazards and risks
- Challenge unsafe behaviours in others.

This policy applies to all team members, contractors and visitors associated with activities supporting Virgin Australia.



**Paul Scurrah**  
Chief Executive Officer  
Virgin Australia  
16 September 2019



**Stuart Aggs**  
Chief Operations Officer  
Virgin Australia  
16 September 2019



australia  
**safety first**  
protecting our people and guests