

Virgin Australia Diversity & Inclusion Policy

1. Introduction

Diversity and inclusion sits at the heart of Virgin Australia Group's values and is central to its objective of becoming Australia's best customer led organisation. Virgin Australia is committed to building a workforce that is representative of the communities in which we live, work and fly.

Our culture thrives on mutual respect, teamwork and diversity of thought in the workplace among people who are diverse in work background, experience, education, age, gender, race, national origin, physical abilities, religious belief, sexual orientation, gender identity, and other real and perceived differences.

We believe that our commitment to diversity and inclusion creates a distinct advantage and will continue to produce a more innovative, responsive and customer led organisation.

This Policy applies to the Board of Virgin Australia, and all employees and contractors of the Virgin Australia Group and its wholly owned subsidiaries.

2. Objective

Virgin Australia is committed to providing an organisational culture and workplace that fosters diversity and inclusion across all levels of the business. We will achieve this through eliminating stigmas and limitations, and creating a culture of inclusion through the promotion of education, awareness and mutual understanding. Each and every one of us takes responsibility for fostering a culture of diversity and inclusion, and demonstrating behaviours consistent with our strategy.

Our strategy is focused on three primary objectives that enable us to create a diverse and inclusive workforce:

- An inclusive and representative workforce at all levels of the organisation;
- Visible leadership and sustained commitment to fostering an inclusive culture free from unlawful discrimination, sexual harassment, workplace bullying or victimisation; and

- Support for team members with differing needs as a result of their caring responsibilities.

3. Group Approach to Diversity and Inclusion

3.1 *Our commitment*

Virgin Australia will not tolerate unlawful discrimination, harassment, workplace bullying or victimisation in the workplace.

It is our policy to treat all employees, prospective employees, agents, contractors, customers or suppliers fairly and equally regardless of their race, colour, sex, sexual preference, age, physical or mental disability, marital status, family or carer's responsibilities, pregnancy, religion, political opinion, national extraction or social origin.

3.2 *Recruitment and Selection*

Virgin Australia Group fosters a culture where qualified applicants are recruited, developed and promoted on the basis of merit and their alignment to our organisational values.

We are committed to ensuring that recruitment and selection practices at Virgin Australia are transparent and equitable. This involves ensuring that qualified applicants from a diverse range of backgrounds have the opportunity to apply and be considered for available roles, and that there is no unlawful discrimination.

3.3 *Talent and Development*

Virgin Australia encourages and supports growth and development opportunities amongst all of our people to help them reach their full potential. Our talent management and succession planning processes identify and develop high potential talent from a range of backgrounds.

We aim to attract and retain an appropriate mix of diversity, skills and experience at all levels including senior management roles and on the Executive Committee, to actively facilitate a more diverse and representative workforce and management structure.

3.4 Flexible Work

Virgin Australia is committed to supporting our people to balance their work and caring responsibilities.

We provide a workplace that supports team members to access and utilise paid parental leave, part-time, job-share, and other flexible working arrangements. We have family and aged care support programs.

3.5 Inclusive Culture

Virgin Australia is committed to creating a sustainable and inclusive environment for all of our people and the communities in which we work. This includes policies and behavioural expectations to keep our workplace fair and encourage a culture of mutual respect. We also focus on the physical and mental wellbeing of our people.

Our inclusive culture is strengthened through encouraging and recognising creativity, innovation and thought leadership.

4. Responsibilities

The Board is responsible for establishing measurable diversity and inclusion objectives and reviewing progress in achieving these objectives on an annual basis.

The Group Executive Committee is responsible for implementing initiatives to achieve diversity and inclusion objectives set by the Board. Measurable targets are included in their annual performance metrics.

The Group Executive People, Culture and Sustainability is additionally responsible for monitoring and reporting to the Board on the Group Executive Committee's progress in achieving diversity and inclusion objectives.

Leaders are responsible for ensuring their management practices and behaviours are consistent with the principles set out in this policy.

Team members are responsible for ensuring their behaviour is consistent with the principles set out in this policy.

5. Supporting Policies

Equal Employment Opportunity Policy

Mental Health and Wellness Policy

Code of Conduct

Virgin Australia Family and Aged Care Programme

Employee Assistance Program Policy

Effective: 25 August 2014

Modification History

Date	Description of Modification/review	Policy Owner	Approval
26 August 2013	Policy approved by the Board	Group Executive, People, Culture and Sustainability	Board of Directors
25 August 2014	Policy review and updated.	Group Executive, People, Culture and Sustainability	Board of Directors