

Contractor Safety Policy

At Virgin Australia, safety is integral to our business and a central element of everything we do. Safe practices must be inherent in our systems, our operating procedures, and most importantly in the way we think. As an employer, Virgin Australia provides and maintains a safe and healthy workplace for guests, team members, contractors and visitors.

Contractors, suppliers and partners must be able to demonstrate the following:

- The promotion and development of a positive safety culture within their organisation
- Actively and systematically managing safety related risks associated with the operations conducted on behalf of Virgin Australia
- Consistent and continuous improvement in workplace safety practices
- Perform all tasks and works in a safe manner and where appropriate in accordance with aviation regulations, codes of practice and regulated standards
- Management accountability for establishing and maintaining safe workplaces and practices through policies, procedures, instructions and adequate resources to enable the safe conduct of work
- Early identification, assessment and control of hazards within their respective business, and where required, investigation of incidents to determine root causes and corrective actions
- Relevant education, instruction and information to all people working at any Virgin Australia site
- Communication to team members of the Virgin Australia Safety Culture and Safety Policy including communication on safety and health matters in an open, transparent and timely manner.

Virgin Australia will assess each contractor and supplier against the above elements.

Safety standards and contractual obligations between Virgin Australia and contractors or suppliers will be negotiated in accordance with the circumstances of each contract and the relevant industry specific Safety standards. This policy applies to all contractors, suppliers and partners associated with activities supporting Virgin Australia.

A handwritten signature in black ink, appearing to be "Jayne Hrdlicka", written in a cursive style.

Jayne Hrdlicka
Chief Executive Officer
Virgin Australia