



australia

# Belonging Policy



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## Belonging Policy

# Introduction

At Virgin Australia, we recognise and celebrate the things that make each person unique.

Our team is made up of people with diverse identities, backgrounds, perspectives, and life experiences — we know we work better together and perform better overall when have a diverse workplace and we are free to be our authentic selves.

Our ambition to be the most loved airline in Australia begins with how we treat each other and work together every day. Our Virgin ways of working and ways of being support this delivery through our 4 values:

- We put safety first
- We have a big heart
- We do the right thing
- We own it

This Policy applies to Virgin Australia Holdings Pty Ltd, Virgin Australia International Holdings Pty Ltd, and each of their respective subsidiaries. This Policy uses the term “Virgin Australia” to describe all these companies unless otherwise indicated.

All Virgin Australia team members, officers, directors, contractors, and consultants (**Team Members**) must comply with this Policy, as amended from time to time.





## Belonging Policy

# Commitment

Our differences are a valuable asset because they spark conversations, big ideas, and new ways of doing things. This is what we call Virgin Flair, and it's at the heart of who we are and what we strive for. We aspire to be a force of good in our communities, and a big part of that is making sure we represent the communities in which we live, work and fly. Embracing diversity allows us to better understand and serve our guests best interests.

This policy outlines our commitment to creating a culture that makes everyone — no matter their gender, marital or family status, sexual orientation, gender identity, gender expression, age, disabilities, ethnicity, religious beliefs, socio-economic or cultural background, perspective and experience feel safe, included, and valued. From the conversations we have, to the decisions we make, to the systems and processes we design:

**You belong, we include.**

Virgin Australia is committed to:

- ensuring that Virgin Australia's corporate culture and values at all levels supports diversity and inclusion in the workplace whilst maintaining a commitment to a high performance culture;
- ensuring that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates;
- designing and implementing programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced team members and that, over time, will prepare them for senior management and board positions;
- supporting at all levels an individual's domestic responsibilities (including the adoption of flexible work practices that will assist them to meet those responsibilities);
- providing opportunities for team members on extended parental leave to maintain their connection with the workplace;
- ensuring the policy for selection and appointment of new directors is transparent and considers all facets of diversity to avoid "groupthink" or other cognitive biases in decision making;
- ensuring development and succession plans for directors and Senior Management include gender diversity as a relevant consideration;
- monitoring and measuring the achievement of all diversity objectives set by the Board; and
- considering whether key performance indicators for senior management might be an appropriate way of furthering diversity objectives.





## Belonging Policy

# Our Strategy

Our Belonging Strategy is enabled by six diversity pillars:

1. Social Impact
2. Gender Equity
3. Ability
4. Cultures and Origins
5. Pride
6. Generations

Each Pillar has its own yearly goals and actions, created and led by our Team Member Networks. All team members have the opportunity to join a Team Member Network they are passionate about and play a role in deciding what progress will look like for Virgin Australia.

The Belonging Steering Committee includes representatives from across Virgin Australia including Team Member Network sponsors and chairs, the Executive Leadership team and representatives from functional areas. The Steering Committee are responsible for delivering Belonging Strategy initiatives and measures.





## Belonging Policy

# Our Strategy

Every Team Member Network is led by a Sponsor and Chair, responsible for coordinating plans and providing direction and support. Team Member Network Chairs and Sponsors meet with the Belonging Steering Committee on a regular basis to review performance, achievements and learnings.

### Social Impact

We aspire to make a positive difference in the communities where we operate together with our People & Guests.

### Gender Equity

A gender balanced workforce benefits everyone. We're committed to the Workplace Gender Equality Act. We critically examine our policies and processes, such as parental leave and flexible work, to make sure they are fair and equitable.

### Ability

Inclusivity and accessibility go hand in hand. We strive to create a barrier free workplace by establishing disability inclusive culture and practices. All team members and guests should feel safe and able to engage with us.

We're committed to creating jobs for people with a disability, improving the accessibility of guest and workplace experiences, and continuing to learn and grow in this space.

### Cultures and Origins

Cultural diversity deepens and broadens our perspective. By creating a culturally inclusive workplace, we can better understand and appreciate the communities we serve. We have zero tolerance towards racism and discrimination, and we're committed to making sure our media, communications, and workplace policies are inclusive of all cultures.

#### *Reconciliation Action Plan*

We recognise there is a lot of important work to be done towards reconciliation, respect and equality for Aboriginal and/or Torres Strait Islander peoples and communities.

Our [Reconciliation Action Plan](#) outlines our commitment to building career opportunities for our Aboriginal and Torres Strait Islander team members, ensuring they feel supported and valued for their contributions, increasing our engagement with Aboriginal and Torres Strait Islander suppliers, and improving health, social, and economic outcomes for Aboriginal and Torres Strait Islander peoples in Australia.

### Pride

We all want to work somewhere we can bring our whole self to work. Championing LGBTQIA+ inclusion in the workplace means promoting and normalising visibility, being active allies, standing up against bullying and harassment, and making sure LGBTQIA+ team members and our guests feel safe to express themselves.

### Generations

People have unique insights at all different stages of life. Promoting and supporting generational equity and diversity allows us to include people with wide-ranging experiences and long-lasting careers.

## Belonging Policy

# Responsibilities

The Board has formally adopted this policy, reflecting a commitment by the Board for accountability across Virgin Australia to achieve its diversity goals. The Board has responsibility for this policy, including its regular review and the monitoring of its effectiveness.

The Board has responsibility to:

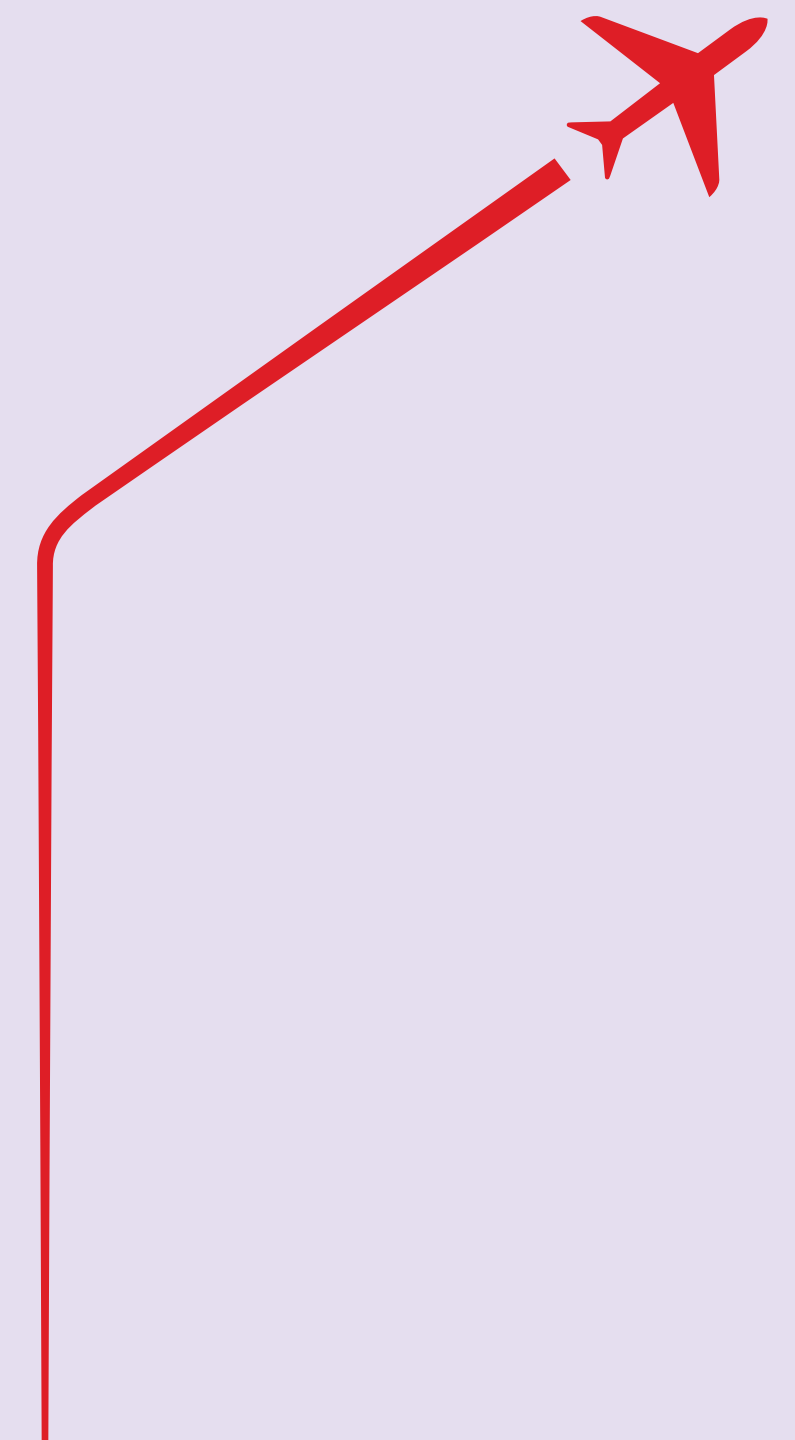
- annually set measurable objectives for achieving diversity in the composition of its Board, senior management and workforce generally (Objectives);
- assess annually Virgin Australia’s progress in achieving the Objectives; and disclose:
  - o the Belonging Policy on Virgin Australia’s website;
  - o the Objectives set for the relevant reporting period and Virgin Australia’s progress in achieving the Objectives in Virgin Australia’s annual report; and
  - o the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined “senior executive” for these purposes) or the entity’s Gender Equality Indicators, as defined in the Workplace Gender Equality Act 2012 (Cth).

If Virgin Australia undertakes a gender pay equity audit (which must be approved by the Board), the Board will consider the results of any such audit and any disclosure related issues.

The Board will be responsible for approving any key performance indicators for senior management in relation to any of Virgin Australia’s diversity objectives.

Team members are responsible for:

- contributing to, and maintaining, an inclusive workplace; and
- respecting the diversity of others and demonstrating inclusion through the Virgin Australia values and adherence to our [Code of Conduct and Workplace Behaviour Policy](#).





## Belonging Policy

# Resources

To learn more about Virgin Australia's commitment to reconciliation for Aboriginal and/or Torres Strait Islander peoples in Australia, read our [Reconciliation Action Plan \(RAP\)](#).

## For Team Members

[The Vine](#) has more information on Team Member Networks and how to get involved.

[Better Me](#) is a health and wellbeing program for all Team Members across the Virgin Australia.

Virgin Australia has a range of other policies in place to guide ethical decision-making, build a safe and inclusive culture, and put our values into practice. All our policy documents can be accessed on [The Vine](#). Relevant policies include:

- Code of Conduct Policy
- Workplace Behaviour Policy
- Whistleblower Policy
- Recruitment Policy
- Flexible Work Policy





# Document details

**Version** 4

**Policy Owner**

Chief People Officer

**Approval Authority**

VAH and VAIH Boards

**Approval Date**

April 2023

**Revision Date**

August 2024

**Review Period**

This policy will be reviewed at least annually by the boards of Virgin Australia to ensure that it is operating effectively and whether any changes are required to the policy.

**Consequences**

It's each Team Member's responsibility to comply with this Policy. Virgin Australia treats non-compliance seriously and resulting action could include suspension or termination of employment or engagement with Virgin Australia.

