



2014-15 public report form submitted by Virgin Australia Airlines Pty Ltd to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Virgin Australia Airlines Pty Ltd 36090670965 4900 Air and Space Transport
Organisation details	Trading name/s ASX code (if relevant)	Virgin Australia Holdings VAH
	Postal address	PO Box 1034 SPRING HILL QLD 4004 AUSTRALIA
	Organisation phone number	(07) 3295 3000
Reporting structure	Ultimate parent Number of employees covered in this report submission	Virgin Australia Holdings Limited 9,488
	Other organisations reported on in this report	Virgin Tech Pty Ltd Virgin Australia International Airlines Pty Ltd Virgin Australia Regional Airlines Pty Ltd Virgin Australia Holdings Limited





Workplace profile Manager

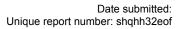
Managar acquirational actagorica	Departing level to CEO	Employment status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	5	5	10		
		Full-time contract	0	0	0		
Key management personnel	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	19	43	62		
		Full-time contract	0	2	2		
Other executives/General managers	-2	Part-time permanent	3	0	3		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	24	80	104		
		Full-time contract	0	1	1		
Senior Managers	-3	Part-time permanent	4	1	5		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	204	315	519		
		Full-time contract	5	8	13		
Other managers	-4	Part-time permanent	40	2	42		
		Part-time contract	1	1	2		
		Casual	2	2	4		
Grand total: all managers		_	307	461	768		





Non-manager

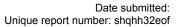
Non-manager occupational	Employment	No. of employees (ex appre	No. of gr appli	aduates (if icable)	No. of apprentices (if applicable)		Total	
categories	status	F	М	F	М	F	М	employees
	Full-time permanent	171	183	0	0	0	0	354
	Full-time contract	2	3	0	0	0	0	5
Professionals	Part-time permanent	33	4	0	0	0	0	37
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	2	0	0	0	0	3
	Full-time permanent	102	1,998	0	0	2	9	2,111
	Full-time contract	1	8	0	0	0	0	9
Technicians and trade	Part-time permanent	40	70	0	0	0	0	110
	Part-time contract	0	2	0	0	0	0	2
	Casual	0	13	0	0	0	0	13
	Full-time permanent	2,532	1,232	0	0	0	0	3,764
	Full-time contract	1	0	0	0	0	0	1
Community and personal service	Part-time permanent	991	487	0	0	0	0	1,478
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	3	0	0	0	0	5
	Full-time permanent	371	187	2	1	0	0	561
	Full-time contract	20	7	0	0	0	0	27
Clerical and administrative	Part-time permanent	118	3	0	0	0	0	121
	Part-time contract	3	1	0	0	0	0	4
	Casual	4	2	0	0	0	0	6
	Full-time permanent	65	25	0	0	0	0	90
Sales	Full-time contract	3	0	0	0	0	0	3
	Part-time permanent	16	0	0	0	0	0	16







Non-manager occupational categories	Employment status	No. of employees (example)	cluding graduates and ntices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees	
Categories		F	M	F	M	F	М	employees	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	0	0	0	0	0	0	0	
	Full-time permanent	0	0	0	0	0	0	0	
	Full-time contract	0	0	0	0	0	0	0	
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	0	0	0	0	0	0	0	
	Full-time permanent	0	0	0	0	0	0	0	
	Full-time contract	0	0	0	0	0	0	0	
Labourers	Part-time permanent	0	0	0	0	0	0	0	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	0	0	0	0	0	0	0	
	Full-time permanent	0	0	0	0	0	0	0	
	Full-time contract	0	0	0	0	0	0	0	
Others	Part-time permanent	0	0	0	0	0	0	0	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	0	0	0	0	0	0	0	
Grand total: all non-managers		4,476	4,230	2	1	2	9	8,720	







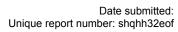
Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

Note: Additional help can be accessed by hovering your cursor over question text.

1 Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:

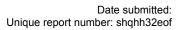
1.1 Recruitment? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
1.2 Retention? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
1.3 Performance management processes? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
1.4 Promotions? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority







1.5 Talent identification/identification of high potentials? ☑ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☑ Standalone strategy ☐ Strategy is contained within another strategy
□ No □ No, currently under development □ No, insufficient human resources staff □ No, don't have expertise □ No, not a priority
1.6 Succession planning? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.7 Training and development? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.8 Resignations? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
□ No □ No, currently under development □ No, insufficient human resources staff □ No, don't have expertise □ No, not a priority
1.9 Key performance indicators for managers relating to gender equality? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority







year the target is to be reached.

1.10 Gender equality overall? ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff
No, don't have expertiseNo, not a priority
1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:
1.12 Should you wish to provide additional information on any of your responses under Gender equality indicator 1, please do so below:
Gender equality indicator 2: Gender composition of governing bodies
 Does your organisation, or any organisation you are reporting on, have a governing body/board? ☑ Yes ☐ No
2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender

IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a date in the format of YYYY in the 'Year to be reached' column.

composition (in numbers, not percentages) of that governing body/board; and where in place, include what percentage target has been set relating to the representation of women, and the

	Organisation	Gender and NUMBER (NOT percentage) of chairperson/s		Gender and NUMBER (NOT percentage) of other board members		% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
1	Virgin Australia Airlines	0	1	1	7	0	
2	Virgin Australia International Holdings VAIH	0	1	0	4	0	





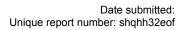
	Organisation name	NUN (N percen	er and //BER //OT //tage) of erson/s	R NUMBER (NOT percentage) of other board		% target for representation of women on each board	Year to be reached
	namo	F	M	F	M	enter a percentage number from 0-100)	format; if no target has been set, leave blank)
3	Velocity Frequent Flyer	0	1	0	3	0	
4	Virgin Samoa VSAM	0	0	1	4	0	
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
23							
23							





	Organisation	Gender and NUMBER (NOT percentage) of chairperson/s		NUMBI percen other	ler and ER (NOT ltage) of board nbers	% target for representation of women on each board	Year to be reached
	name	F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
25							
26							
27							
28							
29							
30							

21												
28												
29												
30												
2.1a If you have reported a large number of governing body/board members (over 17) for any organisation listed as having a governing body/board in the table in question 2.1, please tick the box confirming this is an accurate NUMBER, and NOT a PERCENTAGE. Yes, the data provided in question 2.1 reflect numbers not percentages.												
	2.2 For any governing bodies/boards where a target relating to the representation of women has not been set, you may specify why below: Governing body has gender balance (e.g. 40% women/40% men/20% either) Currently under development Insufficient human resources staff Don't have expertise Do not have control over board appointments (provide details why):											
 Not a priority ✓ Other (provide details): Virgin Australia has not set specific percentage targets for female representation on its Boards. However, we have a target across our businesses to maintain or increase female representation on our Boards. 												
2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report? ☐ Yes ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy												
	Strategy is contained within another strategy No No, in place for some governing bodies No, currently under development No, insufficient human resources staff No, do not have control over board appointments (provide details why):											
□ I	No, don't have e No, not a priority No, other (provid	,	s):									







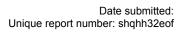
2.4 Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1.

	Full-	Part-	Full-	Part-
	time	time	time	time
	females	females	males	males
Equity partners who ARE key management				
personnel (KMPs) (excluding your managing				
partner)				
Equity partners who are NOT key management				
personnel (KMPs)				

2.5 Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below:

Gender target is to maintain or improve female representation at Board level.

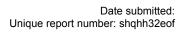
Gender equality indicator 3: Equal remuneration between women and men Do you have a formal policy or strategy on remuneration generally? Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement ☐ No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees paid market rate No, not a priority No, other (provide details): 3.1 Are specific gender pay equity objectives included in your formal policy or formal strategy? Yes (provide details in questions 3.2 and/or 3.3 below) No No, currently under development No, insufficient human resources staff No. don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No. not a priority No, other (provide details): You have answered yes to question 3.1. Please indicate whether your formal policy or formal strategy includes the following gender pay equity objectives (more than one option can be selected): To achieve gender pay equity To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at salary, out-of-cycle pay reviews, and performance pay reviews)







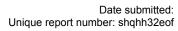
☐ To be transparent about pay scales and/or salary bands ☐ To ensure managers are held accountable for pay equity outcomes
To implement and/or maintain a transparent and rigorous performance assessment
process Other (details provided in question 3.3 below)
3.3 Provide details of other gender pay equity objectives that are included in your formal policy or formal strategy including timeframes for achieving these objectives: The majority of Virgin Australia workforce are covered by Enterprise Bargaining Agreements. As part of the annual remuneration review process for non-EBA employees, ongoing work is undertaken to address gender pay inequity across Virgin Australia. The primary purpose of the Gender Equity pool is to identify and resolve any unjustified disparity in base salary between females and males in like roles. Virgin Australia has committed separate budgets for the past three years, with disparity decreasing year on year.
 Has a gender remuneration gap analysis been undertaken? ✓ Yes. When was the most recent gender remuneration gap analysis undertaken? ✓ Within last 12 months ✓ Within last 1-2 years
☐ More than 2 years ago but less than 4 years ago☐ Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) No, non-award employees are paid market rate No, not a priority No, other (provide details):
4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below: like-for-like and internal peer groups
 4.1 Were any actions taken as a result of your gender remuneration gap analysis? ☑ Yes - please indicate what actions were taken (more than one option can be selected): ☑ Created a pay equity strategy or action plan ☐ Identified cause/s of the gaps ☑ Reviewed remuneration decision-making processes ☐ Analysed commencement salaries by gender to ensure there are no pay gaps
Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
Analysed performance pay to ensure there is no gender bias (including
unconscious bias) Trained people-managers in addressing gender bias (including unconscious bias) Set targets to reduce any like-for-like gaps Set targets to reduce any organisation-wide gaps Reported pay equity metrics to the board
Reported pay equity metrics to the executive
 ☑ Corrected like-for-like gaps ☐ Conducted a gender-based job evaluation process ☐ Implemented other changes (provide details):
. ,







 No No unexplainable or unjustifiable gaps identified No, currently under development No, insufficient human resources staff No, don't have expertise No, salaries set by awards or industrial agreements No, non-award employees are paid market rate No, unable to address cause/s of gaps (provide details why):
No, not a priorityNo, other (provide details):
4.2 Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below:
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities
Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers? Yes No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):
5.1 Please indicate the number of weeks of employer funded parental leave that are provided for primary carers. 10
5.2 How is employer funded paid parental leave provided to the primary carer? ☐ By paying the gap between the employee's salary and the government's paid parental leave scheme ☐ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)
Do you provide employer funded paid parental leave for SECONDARY CARERS, ir addition to any government funded parental leave scheme for secondary carers? Yes, one week or greater Yes, less than one week No No No, currently being considered No, insufficient human resources staff No, government scheme is sufficient No, don't know how to implement No, not a priority No, other (provide details):







6.1 Please indicate the number of weeks of employer funded parental leave that are provided for secondary carers.

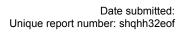
7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period?

atmood paroman roar o	para arrar or arreara, aarrig are past reperang perieur					
	Primary care	r's leave	Secondary carer's leave			
	Female	Male	Female	Male		
Managers	51	0	17	0		
Non-managers	667	8	1	193		

8 What proportion of your total workforce has access to employer funded paid parental leave?

	Primary carer's leave	Secondary carer's leave
%	100	100

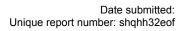
/0	
9 ⊠ Yes	Do you have a formal policy or formal strategy on flexible working arrangements?
	⊠ Standalone policy
	Policy is contained within another policy
	Standalone strategy
□No	Strategy is contained within another strategy
	currently under development
	insufficient human resources staff
	included in workplace agreement
	don't have expertise
	don't offer flexible arrangements not a priority
	other (provide details):
	W
10	Do you have a formal policy or formal strategy to support employees with family and
-	responsibilities?
Yes	
	Standalone policy
	☑ Policy is contained within another policy☐ Standalone strategy
	☐ Standardine strategy ☐ Strategy is contained within another strategy
☐ No	a chategy to contained warm another chategy
	currently under development
	insufficient human resources staff
	included in workplace agreement
	don't have expertise don't offer flexible arrangements
	not a priority
	other (provide details):
11	Do you have any non-leave based measures to support employees with family and
	responsibilities?
Yes	
□ No	ar manathr run dan darralaman ant
	currently under development insufficient human resources staff
	don't have expertise
	not a priority







☐ No, other (provide details):
11.1 To understand where these measures are available, do you have other worksites in addition to your head office? ☑ Yes ☐ No
11.2 Please indicate what measures are in place and in which worksites they are available (if you do not have multiple worksites, you would select 'Head office only'): Employer subsidised childcare
 ☐ Head office only ☐ Other worksites only ☐ Head office and some other worksites ☐ All worksites including head office
On-site childcare
☐ Head office only
☐ Other worksites only ☐ Head office and some other worksites
All worksites including head office
☐ Breastfeeding facilities
Head office only
Other worksites only
☐ Head office and some other worksites☐ All worksites including head office
Childcare referral services
☐ Head office only
Other worksites only
☐ Head office and some other worksites
☒ All worksites including head office☒ Internal support network for parents
Head office only
Other worksites only
Head office and some other worksites
 ☒ All worksites including head office ☐ Return to work bonus
Head office only
Other worksites only
Head office and some other worksites
All worksites including head office
✓ Information packs to support new parents and/or those with elder care responsibilities ☐ Head office only
☐ Other worksites only
☐ Head office and some other worksites
Referral services to support employees with family and/or caring responsibilities
☐ Head office only ☐ Other worksites only
☐ Head office and some other worksites
All worksites including head office
☐ Targeted communication mechanisms, for example intranet/forums
☐ Head office only
☐ Other worksites only☐ Head office and some other worksites
☐ Flead office and some office
None of the above, please complete question 11.3 below
11.2 Please provide details of any other per leave based measures that are in place and
11.3 Please provide details of any other non-leave based measures that are in place and at which worksites they are available:







Part-time work

Job sharing Carer's leave \boxtimes

 \boxtimes

☐ Policy ☑ Stand	dalone strategy is confident development of the new expertiserity	ned within a ategy tained within relopment resources so ce agreem red	in another					
are experiencing Yes - please is selected): Employed Access Traini Refer Other Virgili expectors Crew or do	family or indicate the oyee assists to leave ing of humber and to support (provide in Australia riencing is well act details under devent human is of the nee expertiserity	stance proge enan resource port service details): a has a polissues asso se Bargaini plence supp for employ relopment resources seed ee	iolence? neasures i gram ces (or othes icy that prociated withing Agreer port and levees.	n place (mo ner) staff ovides for a nent specif	ore than of assistance domestic ically state	e, including violence.	can be leave for The Groun	staff nd mily
14 Please ti conditions or pra indicates that a p	ctices are	employmen	o your em t term, co	ployees (pl	lease note	that not tion	cking a bo e):	
	Fer	male	agers M	ale	Fer	nale	anagers M	ale
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work	\boxtimes							
Compressed working weeks								
Time-in-lieu								
Telecommuting								
Part-time work			\boxtimes		\boxtimes			

 \boxtimes

 \boxtimes

 \boxtimes

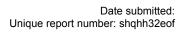
 \boxtimes

Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?

☐ Yes

 \boxtimes

 \boxtimes

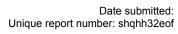






		Mana	agers		Non-managers				
	Fer	male	M	Male		Female		Male	
	Formal	Formal Informal Formal		Formal Informal		Informal	Formal	Informal	
Purchased									
leave									
Unpaid leave									

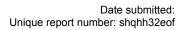
Unpaid leave	_	_			_		_	
14.1 If there a your employees,				s, conditionse below:	ns or prac	tices that a	re availab	le to
14.2 Where e employees for ar Currently und Insufficient hu Don't have ex Not a priority Other (provide	ny of the ca er develor iman reso pertise	ategories li oment	sted abov	or practices re, you may			your	
14.3 Should y Gender equality				nformation v:	on any of	your respo	nses unde	ər
Gender equality equality in the wo		: Consulta	tion with e	employees	on issues	concerning	gender	
15 Have you workplace? ☑ Yes ☐ No ☐ No, not neede		·	·	issues cor	ncerning g	gender equ	ality in you	ır
☐ No, insufficier ☐ No, don't have ☐ No, not a prio ☐ No, other (pro	e expertise rity	Э	staff					
15.1 How did workplace (more ☐ Survey ☐ Consultative o☐ Focus groups ☐ Exit interviews☐ Performance ☐ Other (provide International Employment	than one committee s discussion e details): Women's	option can or group ns Day Forun	be select	,				
15.2 What can All staff Women only Men only Human resou Management	rces mana	employee	s did you	consult?				







 ☐ Employee representative group(s) ☐ Diversity committee or equivalent ☐ Women and men who have resigned while on parental leave ☑ Other (provide details): All staff are invited to events throughout the year including International Women's Day Forum & White Ribbon Forums across the network. Senior Executives attend these events. The Group Executive, People Culture and Sustainability sends emails to staff promoting these events.
15.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 5, please do so below:
Gender equality indicator 6: Sex-based harassment and discrimination
16 Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention? ☑ Yes ☑ Standalone policy
☐ Policy is contained within another policy ☐ Standalone strategy ☐ Charles in a state of the s
Strategy is contained within another strategy No No, currently under development No, insufficient human resources staff No, included in workplace agreement No, don't have expertise No, not a priority No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy? ☑ Yes ☐ No
No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority No, other (provide details):
17 Does your workplace provide training for all managers on sex-based harassment and discrimination prevention? ☑ Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected): ☑ At induction ☐ At least annually ☑ Every one-to-two years ☐ Every three years or more ☐ Varies across business units ☐ Other (provide details):
 No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority







	No, ot	her (pr	ovide	details)):
--	--------	---------	-------	----------	----

17.1 Should you wish to provide additional information on any of your responses under Gender equality indicator 6, please do so below:

A compulsory online learning module dedicated to train and upskill all employees in relation to our Equal Employment Opportunities policy has been implemented.

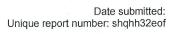
New employees must complete this training within 90 days, and all employees must repeat the training every 364 days.

Equal Employment Opportunity training for leaders and managers is scheduled to be run every 18 months to 2 years.

Other

Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)

In relation to question 8, 98.9% of Virgin Australia employees have access to both primary carers leave and secondary carers leave. Certain casual employees and employees on fixed term contracts are the only staff who do not have access to paid parental leave. These groups of employees are approximately 1% of the total Virgin Australia workforce.







CEO sign off confirmation

Name of CEO or equivalent	
Confirmation CEO has signed the report	Yes
CEO Signature:	Date: 26/05/2015