

Virgin Atlantic

2023 Modern Slavery Statement

At Virgin Atlantic and Virgin Atlantic Holidays, we are driven by a unifying purpose that everyone can take on the world. Our vision is to be the most loved travel company. With this comes an unwavering responsibility to our people, planet and communities. All aspects of our business are run on our core Virgin values: excellent customer service, using business as a force for good and putting our people at the heart of everything we do.

Human trafficking, forced and compulsory labour and child labour remain unacceptably common across many parts of the world. We know that it's a challenging issue to address and it's one we look to confront head on.

How we do business matters, and our policies and procedures aim to prevent all forms of slavery across every aspect of our business which includes our local, national and global supply chains. We aim to meet the highest standards and best practice according to the UK's Modern Slavery Act 2015. As part of this, we encourage our people to speak up and to raise any suspicion of practices akin to any form of slavery.

Our companywide policies address bullying, anti-harassment and promote equality, inclusion, diversity, fairness and respect within our business. We do not tolerate prejudice or discrimination and we work hard to ensure all our people can bring their true selves to work, every day. We welcome and encourage our people to speak up about any unethical behaviour, wrongdoing or behaviour they think goes against our policies and values. Where concerns are raised, we take action.





A summary of our current policies and procedures is set out below

Recruitment

In terms of our employment practices, 97% of our permanent, UK based staff, are recruited through our own internal teams. Where we use outside introduction recruitment agencies, we make sure they go through the same recruitment processes we do. The nature of the airline industry means we undertake extremely thorough recruitment processes. Our pre-employment referencing process requires all new colleagues, whether they are contractors sourced via an agency or permanent colleagues, to provide details of their employment history for the last three years. We require a Basic Disclosure Certificate, known as a Criminal Record Check. We also ensure that all applicants have the right to work and possess the relevant documentation. Our work with recruitment agencies is governed by our procurement process and our Responsible Supplier Policy.

Sustainable procurement

Within our supply chains too, we aim to source goods and services in a way that treats the people we work with, directly and indirectly, with respect and dignity. We ask our suppliers to adhere to our Responsible Supplier Policy, which clearly defines the standards we expect from them as well as the standards they impose on their own suppliers. This policy is based on international standards of basic human rights, such as the International Labour Conventions and the UN Convention on Human Rights, as well as UK legislation in the form of the Modern Slavery Act 2015. It's also based on our values – to source goods and services in a way that treats the people we work with, directly and indirectly, with respect and dignity; and to support practices that minimise damage to the environment and the world's natural resources.

Since 2018, we have been working with EcoVadis, a collaborative service platform that assesses and encourages supply chain sustainability performance. This covers policies and activities relating to sustainability including modern slavery and human rights.

In 2023, along with our Joint Venture partners Delta Air Lines, Air France and KLM, we launched the Sustainable Airlines Initiative (SAI) in partnership with EcoVadis.

Driven by members' commitment to improve sustainability performance, the SAI is working to accelerate sustainable practices through close collaboration with trading partners to build transparency and scale positive impact across their value chains.

The SAI has collectively rated more than 700 suppliers since March 2023, and plans to expand this number in 2024 to gain greater insight into the sustainability performance of our supply chains and drive maximum improvement.

UN Sustainable Development Goals

We are committed to supporting the UN Sustainable Development Goals (SDGs), which call for the universal end to poverty, protection of the planet and improvement in the lives and prospects of everyone by 2030. The 17 SDGs were adopted by UN Member States in 2015 and set out a 15-year action plan to achieve them. Our most loved pillars - Our People, Community and Planet - are mapped against the SDGs, with 11 goals aligned to our purpose and representing the areas where we can have a meaningful impact.

Human trafficking

Our teams pride themselves on our people-orientated approach to business. Our people engage with our customers and suppliers every day, so it's important that our teams recognise the signs of modern slavery and know how to report their concerns. Onboard our flights, the potential for human trafficking continues to be a concern and we equip our people with the knowledge and skills to identify this, including via our crew's safety manual, so they have the confidence to act when they have concerns, and to know how to report their observations quickly and effectively so appropriate action can be taken. We continue to promote our procedures for reporting potential human trafficking incidences on our flights.

Speaking up

We have a 'Call It Out' whistleblowing policy in place to encourage and enable colleagues to raise concerns, suspicions or knowledge of malpractice or other such activities so they can be investigated and resolved. This is managed through a global, confidential helpdesk, email address and secure portal. Our people, including anyone acting on behalf of our companies, can report any wrongdoing or behaviour they think goes against our policies and values. We also encourage them to do this through their manager. It's important to us that our people feel able to speak up and raise concerns without fear of reprisal or victimisation.

Governance

The overall governance and monitoring of the effectiveness of our people and procurement practices sit with our Senior Leadership Group who ultimately report to the Leadership Team. Our Chief People Officer continues to oversee our people activities and policies and responsibility for our Responsible Supplier Policy is held by our Head of Working Capital and Procurement.

Policies and standards, including our Responsible Supplier Policy, are regularly reviewed to ensure they align with our supply chain sustainability criteria.





Shai Weiss

CEO
2024

This statement has been made in accordance with the Modern Slavery Act 2015. It reflects the steps Virgin Atlantic and Virgin Atlantic Holidays have taken during the financial year 2023 within our business operations and supply chains to help prevent modern slavery and human trafficking.

This statement was approved by the Boards of Virgin Atlantic Airways Limited and Virgin Holidays Limited.

Shai Weiss Chief Executive Officer
27 March 2024