

# Our 2022 Modern Slavery Statement

At Virgin Atlantic, we are driven by a unifying purpose that everyone can take on the world. With it 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, doing business for good and putting our people at the heart of what 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 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, 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, 98% of our permanent, UK based staff, are recruited through our own internal teams. Where we use outside temporary 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 five years. We require a Basic Disclosure Certificate, known as a Criminal Record Check. We also ask to see original passports for all applicants. Our work with recruitment agencies is governed by our procurement process and [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.
- **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 10 goals aligned to our purpose and representing the areas where Virgin Atlantic 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. Posters and infographics that describe the signs to watch out for and the procedures to follow are displayed at our airport crew gatehouses.
- **Speaking up** We have a 'Call It Out' whistleblowing policy in place to encourage and enable colleagues to raise genuine concerns, suspicions or knowledge of malpractice or internal criminal activities so they can be investigated and resolved. This is managed through a global, confidential helpdesk, email address and secure portal. Our people 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.





## Shai Weiss

CEO  
2023

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

This statement has been made in accordance with the Modern Slavery Act 2015. It reflects the steps Virgin Atlantic has taken during the financial year 2022 within our business operations and supply chains to help prevent modern slavery and human trafficking.

This statement was approved by the Leadership Team of Virgin Atlantic Limited.

Shai Weiss, Chief Executive Officer

Date: 30 June 2023

