

Virgin Atlantic 2025 Modern Slavery Statement

At Virgin Atlantic and Virgin Atlantic Holidays, we believe that everyone should be able to take on the world. Our vision? To be the most loved travel company. That means doing right by our people, our planet and the communities we're part of. Our core Virgin Values power every part of our business: we use our business to do good and always keep our people at the heart of everything we do.

'Modern slavery', including crimes such as human trafficking, forced labour, child exploitation, and debt bondage, refers to any act that deprives a person of their liberty for self-commercial or personal gain. It is unacceptable that these practices are still prevalent in the world today, and it's an issue we'll tackle head-on.

How we do business matters. Our policies and procedures aim to prevent all forms of slavery across every aspect of our business, including our local, national, and global supply chains. We're committed to upholding the highest standards in line with the UK's Modern Slavery Act 2015 and encourage our people to speak up if they suspect any forms of exploitation or practices akin to slavery.

Our company policies focus on fostering a culture of equality, fairness, respect and inclusivity. We do not tolerate prejudice or discrimination, and we work hard to make sure our people feel comfortable being their true selves at work. We welcome and encourage our people to speak up about behaviour that goes against our values, in the knowledge that action will be taken when concerns are raised.

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A summary of our current policies and procedures

Recruitment

98% of our permanent UK staff are hired through our own teams. For roles where we work with external agencies, we ensure they follow the same thorough processes that we do.

The nature of the aviation industry means our recruitment is thorough and robust. All new colleagues, be it permanent or agency sourced, must provide their five-year employment history as well as an acceptable Criminal Record Check, commonly known as a Disclosure and Barring Service (DBS). This is alongside mandatory Right to Work documentation. Our work with recruitment agencies is aligned with our procurement process and our [Responsible Supplier Policy](#).

Human trafficking

We take a people centered- approach to business and recognise the crucial role they play. We prioritise training to equip our teams with the knowledge to identify and respond to signs of exploitation. Our airport teams are often the first point of contact for customers and undergo human trafficking awareness training. From January 2025, new hires at London Heathrow get in-person training, supported by digital modules which have been rolled out globally. Cabin and flight crews are guided by clear procedures in their safety manuals to recognise and report suspicious behaviour.

We further reinforce awareness throughout the business with digital training for all employees as well as human trafficking infographics at major locations, such as the London Heathrow and Manchester crew check-in offices.

These initiatives help our team remain vigilant and prepared to act, strengthening our commitment to fighting human trafficking.

Sustainable Procurement

In our supply chains, we're committed to sourcing goods and services in a way that respects everyone we work with, both directly and indirectly.

We ask all our suppliers to follow our [Responsible Supplier Policy](#) which sets out the standards we expect from them and their own suppliers. This policy is grounded in international human rights standards, including the International Labour Conventions, the UN Convention on Human Rights, and UK legislation such as the Modern Slavery Act 2015. It's also based on our values, treating people with respect and dignity, and supporting practices that conserve natural resources and minimise environmental damage.

Since 2018, we've been working with EcoVadis, a collaborative platform that helps us assess and improve the sustainability performance of our supply chain, covering areas such as modern slavery and human rights. In 2023, alongside our Joint Venture partners (Delta, Air France, and KLM), we launched the Sustainable Airlines Initiative (SAI) with EcoVadis, renamed to Aviation Initiative for Responsible Procurement (AIRPro) in 2024. By October 2024, AIRPro has collectively rated more than over 900 suppliers.

UN Sustainable Development Goals

We're committed to the 17 UN Sustainable Development Goals (SDGs), aimed at working towards ending poverty, protecting the planet and improving lives by 2030. Our company's guiding pillars—People, Community, and Planet—are mapped against the SDGs with 12 goals representing the areas where we can have the greatest impact.

Speaking up

We take openness seriously and we want our people to feel safe when they raise their concerns. Our 'Call It Out' whistleblowing policy gives employees, contingent workers and stakeholders a confidential way to report any misconduct. Whether it's hotline, email or our secure portal managed by Safecall, all reports are handled privately and can be made 24/7. Each report is promptly reviewed by our Integrity Manager and action swiftly taken. We also provide support for anyone required to give witness evidence in criminal or regulatory proceedings. This approach applies globally, upholding the UK's Public Interest Disclosure Act 1998 and international standards. It shows our commitment to integrity, accountability and human rights.

Governance

The governance and monitoring of our people procurement practices is managed by our Senior Leadership Group, who report to the Leadership Team. The Chief People Officer leads our people activities and policies, while the Head of Procurement and Supplier Operations, working alongside our Sustainability Team, is responsible for our Responsible Supplier Policy.





Shai Weiss

CEO

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 2024 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
March 2025