

# Virgin Atlantic 2026 Modern Slavery Statement

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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 serve. Our core values power every part of our business: to do the right thing with our people and customers 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. Unfortunately, we recognise that these practices are still prevalent in the world today, and it's an issue we tackle head-on across our business.

How we do business matters. Our policies and procedures aim to prevent all forms of slavery across every aspect of our operation, 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 ensure our people feel comfortable being their true selves at work. We welcome and encourage our people to raise concerns about behaviour that goes against our values, in the knowledge that action will be taken when concerns are raised.





# A summary of our current policies and procedures

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## Recruitment

98% of our permanent UK staff are hired through our own teams, and all candidates go through a rigorous hiring process. For roles where we use external preferred suppliers as an introduction service, those candidates go through the same process.

The nature of the aviation industry means our recruitment is thorough and robust. All new colleagues, whether permanent or agency sourced, must provide their three-year employment history, alongside an acceptable Criminal Record Check, commonly known as a Disclosure and Barring Service (DBS), and 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 human centred-approach to business and recognise the crucial role our people 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. New hires at London Heathrow, as well as all Airport and Duty Managers, receive in-person training, supported by digital modules rolled out globally. Virgin Holidays retail store staff receive awareness training and are signposted to our digital modules for further guidance. Cabin and flight crew are guided by clear procedures in their safety manuals to recognise and report suspicious behaviour.

We reinforce awareness across the business with digital training for all employees, alongside human trafficking infographics at major locations, including London Heathrow and Manchester crew check-in and airport offices, as well as Virgin Holidays retail stores. These initiatives help our teams stay alert and ready 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 have worked with EcoVadis to 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 the Aviation Initiative for Responsible Procurement (AIRPro) in 2024. As of December 2025, AirPro has collectively rated more than 1500 suppliers, and airline representation has increased to five members in total.

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### UN Sustainable Development Goals

We are 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 concerns. Our 'Call It Out' whistleblowing policy gives employees, contingent workers and stakeholders a confidential way to report misconduct. Reports can be made by hotline, email or secure portal managed by Safecall, and can be made 24/7.

Each report is promptly reviewed by our Internal Audit team and appropriate action 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 sits with 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.





## Corneel Koster, CEO

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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 2025 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.

**Corneel Koster**  
Chief Executive Officer

March 2026