

Our 2021 Modern Slavery Statement

For Virgin Atlantic 2021, like 2020, was heavily impacted by the Covid-19 pandemic. Whilst the year started with hopes for recovery, England entered its third lock down on the 6th of January. The US borders remained closed for more than ten months of the year, finally reopening on 8 November, following 602 days of closure to UK nationals. With restrictions in place for much of 2021 and customer demand impacted throughout, the year became even more challenging than previously.

As we enter 2022 our vision to become the most loved travel company remains, with a mission to get back to our very best for our people and customers. 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. How we do business matters and Virgin Atlantic is committed to implementing policies and procedures that aim to prevent all forms of slavery. Not only in our direct operation but across our supply chains as well.

We set ourselves the highest standards and work towards ensuring best practice according to the UK's Modern Slavery Act 2015. However, due to the ongoing impact of the Covid-19 pandemic in 2021, we did not bring forwards any new initiatives related to modern slavery and human trafficking. Our existing policies, procedures and practices remain in place and are described in our 2019 Modern Slavery Statement. This can be viewed on our website www.virginatlantic.com/changeisintheair/resources. With the return of all our people from furlough on 1 October 2021, the re-opening of US travel from 8 November 2021 and the resumption of passenger services at scale in 2022, we will review and update our programme of activities to ensure we are doing all we can to tackle this important issue.





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

- The nature of the airline industry means we undertake extremely thorough recruitment processes. Our pre-employment referencing process requires all new staff whether they are contractors sourced via an agency or permanent staff 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. Working with recruitment agencies is governed by our procurement process and Responsible Supplier Policy.
- We have a “Call It Out” whistleblowing policy in place to encourage and enable employees 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.
- As part of our terms and conditions, we require all suppliers to agree to our [Responsible Supplier Policy](#), 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; to support practices that minimise damage to the environment and the world’s natural resources.
- Since 2018, we have been working with EcoVadis, a platform that assesses supply chain sustainability performance. This covers policies and activities relating to sustainability including modern slavery and human rights.



Shai Weiss

CEO
2022

Governance

Overall governance and progress monitoring for our people and procurement practices sit with our Leadership Team. Our Chief People Officer continues to oversee our people activities and policies. Ultimate responsibility for our Responsible Supplier Policy is held by our Procurement Director.

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 2021 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: 28 June 2022

