

Inclusion and Diversity Statement

INCLUSION AND DIVERSITY AT QANTAS

At Qantas we value diversity of thought and experience and believe that our inclusive culture contributes to our success. We are a diverse workforce that reflects contemporary, multicultural Australia. We celebrate and promote this diversity as a strength of our business.

QANTAS IS COMMITTED TO:

- treating people with dignity and respect;
- developing inclusive leaders who value and have a deep understanding of inclusion and diversity, and the capability to build inclusive teams and working environments;
- delivering programs and providing support services that enable all employees to feel that they belong and are valued individuals who can reach their full potential;
- communicating our progress towards our inclusion and diversity objectives across the Group and externally; and
- identifying and cultivating partnerships and supplier relationships that promote and improve inclusion and diversity within Qantas, for our customers and in the community.

The objective of inclusion and diversity at Qantas is to drive better business outcomes and an improved employee experience through shared accountability of inclusion and diversity. The vision will be delivered by achieving three outcomes:

1. An inclusive employee experience, where all employees feel they belong, are valued and can reach their full potential;
2. Diversity in our organisation and ways of working, enhancing our talent pool and ensuring greater diversity of thought behind business; and
3. External leadership in inclusion and diversity, setting an example for Corporate Australia and the aviation industry.

ROLE OF THE BOARD

The Board Nominations Committee, in consultation with Management, is responsible for: overseeing the implementation and ongoing monitoring of Qantas' inclusion and diversity strategy, including:

- establishment of measurable objectives to support the strategy;
- an annual review of the objectives and progress against those objectives;
- reporting on the achievement of the objectives through the Annual Review and Corporate Governance Statement; and
- monitoring Management's implementation of processes and procedures associated with the inclusion and diversity strategy.