



QANTAS GROUP HUMAN RIGHTS POLICY STATEMENT

2020

Qantas Group Human Rights Policy Statement

As a global enterprise, the Qantas Group supports and respects all internationally recognised human rights as the universal foundation for dignity and equality for all, which is critical to our ability to engage meaningfully with our stakeholders and to positively contribute to the communities in which we operate.

This policy, endorsed by our CEO, provides the foundation of our approach to human rights and ensures our employees understand the standards set for the Group. It also outlines the standards we expect of those in our supply chain and our business partners.

This Human Rights Policy Statement is founded on the [Universal Declaration of Human Rights](#) and the [United Nations \(UN\) Guiding Principles on Business and Human Rights](#) (UNGPs). It reflects our commitment to conduct our business consistent with the UNGPs and the [UN Global Compact](#), to which the Group is a signatory. We demonstrate our commitment by:

1. Respecting internationally recognised human rights as set out in the Universal Declaration of Human Rights and operating in a manner consistent with the UNGPs, and the 10 UN Global Compact Principles.
2. Adhering to applicable laws and regulations of the countries in which we operate, and where differences exist between our own standards and local customs, norms, rule or regulations, we seek to apply the higher standard and work with other stakeholders as appropriate, to address these issues where they arise.
3. Considering the risk of our involvement in potential or actual negative impacts on human rights through both our own activities and business relationships and, where risk is identified, taking appropriate action based on our level of involvement.
4. Providing our employees with a non-discriminatory work environment that is free from harassment, bullying or victimisation and which respects the right to freedom of association including the right to form and join trade unions.
5. Promoting diversity and inclusion with our employees, respecting the diversity of others and where identified, addressing exclusion.
6. Engaging meaningfully, and in good faith with our stakeholders with respect for their human rights in any interactions.

In particular, this means that we prohibit:

7. Engaging in forced, bonded or compulsory labour and any other form of modern slavery.
8. Using child labour. We condemn all forms of exploitation of children and support the elimination of exploitative child labour.

Remediation and Reporting

We value and promote a 'speaking up' culture, where all individuals feel comfortable in disclosing matters that are of legitimate concern to them without fear of retribution. We will take seriously any allegations that human rights are not properly respected.

We expect and encourage our employees and suppliers to report any concerns regarding unethical or illegal conduct, including in relation to human rights, firstly to their manager, or directly through the Group's [Whistleblower Policy](#). Where concerns are investigated and substantiated, we will take appropriate action.

We are committed to the respect and advancement of human rights across our business and supply chain and will continually assess the human rights context of our services and operations. Where we identify that we have caused, contributed or are directly linked to adverse human rights impacts, we will seek to address, co-operate with or remediate these in line with our commitments under the UNGPs.

We will report on our approach to human rights in line with the UNGPs, including our salient human rights issues, and in accordance with any relevant legislation on our [Corporate Governance](#) website.

Related Policies

Our human rights commitments and standards are further outlined and implemented throughout the Group's suite of policies, including the following key documents:

- [Code of Conduct and Ethics](#)
- [Standards of Conduct](#)
- [Supplier Code of Conduct](#)
- [Supplier Requirements](#)
- [Inclusion & Diversity Policy](#)
- [Whistleblower Policy](#)

This Human Rights Policy Statement will be reviewed annually.

Signed,



Alan Joyce
CEO Qantas Group