

# Qantas Diversity Statement

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## Diversity at Qantas

As an international organisation with a diverse workforce and a global customer base, Qantas aims to develop an inclusive work environment accessible to all. Our employees come from a variety of backgrounds, with more than 90 different nationalities represented and 55 languages spoken.

Qantas sees leveraging the diversity of our workforce (including the Board and senior management) as delivering a key competitive advantage to the business and tangible benefits to our diverse global customer base. The benefits to Qantas of embracing diversity include being regarded as an 'employer of choice' and increased employee engagement and retention. Diversity initiatives form a key plank in our corporate social responsibility work.

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## Recruitment and Selection

Qantas believes that creating a diverse workforce will provide the best talent to deliver our strategy to be the world's best premium and low cost airline.

Recruitment and selection is based on merit, and when making hiring decisions managers are encouraged to not only comply with Equal Employment Opportunity and anti-discrimination requirements, but also to bolster a diverse workplace culture when selecting from the pool of qualified candidates.

Qantas aims to make its recruitment process accessible to all candidates by advertising positions both broadly and in specific publications, using professional recruitment services where required and providing guidance on its recruitment processes.

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## Talent and Inclusion

Qantas supports and encourages the personal and professional development of all employees, and has as a range of development programs in place including the Graduate Program, Emerging Leader Program, Harvard Leadership Program and the Women @ Qantas Development Program.

Employees are encouraged to participate in external networking and professional development events to broaden knowledge and build relationships. Qantas has development initiatives to attract, engage and retain indigenous employees such as School-Based Traineeships and University Cadetships. Qantas also provides support to a variety of external organisations and events which promote an inclusive and diverse workplace and community.

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## Flexible Work Arrangements

Qantas recognises the need to support the work/life balance and flexibility needs of employees. Qantas offers employer sponsored child care centres, together with a range of flexible working arrangements, including paid parental leave and part-time work, in the knowledge that these benefits can ultimately reduce absenteeism, increase employee engagement and ensure greater retention of employees – particularly for those with caring responsibilities.

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## Role of the Board

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

- the establishment of measurable objectives;
- the annual review of the objectives and progress against those objectives;
- the reporting, through the Annual Report, and monitoring, through reports from Management, of objectives; and
- Management's implementation of processes and procedures associated with the diversity strategy.