



## Modern Slavery and Human Trafficking Statement

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FY2015/2016 pursuant to section 54(1) of the Modern Slavery Act 2015

Slavery, servitude, forced and compulsory labour and human trafficking (Modern Slavery) represent grave human rights abuses.

The Qantas Group<sup>1</sup> is committed to implementing policies and procedures that meet its moral and ethical obligation to end Modern Slavery.

The Qantas Group operates air transportation services to 25 countries using three complementary airline brands operating regional, domestic and international services. The Group's broad portfolio of subsidiary businesses includes Qantas Freight Enterprises and Qantas Loyalty (incorporating the Qantas Frequent Flyer Program). The Qantas Group employs over 30,000 people and has in excess of 10,000 suppliers.

The Qantas Group recognises the inherent dignity of our staff and the people working in our supply chains and each person's equal and inalienable rights to freedom, justice and fair work conditions. The Qantas Group does not tolerate any form of Modern Slavery in any part of our business or supply chain.

The Qantas Group acts ethically and with integrity in all our business relationships and ensures that its procurement practices are transparent, fair and responsible. The Qantas Group requires each supplier to adhere to its Supplier Requirements, which mandate that suppliers *'will not use child labour; and/or use forced labour or involuntary labour.'*

Under the Qantas Group Code of Conduct and Ethics, the Qantas Group is committed to building and

fostering a culture in which diversity is valued and to providing a workplace that is safe and respectful. This means that Qantas Group Employees must treat other employees, customers and suppliers and other people with trust, dignity, respect, fairness and equity.

The Qantas Group has established an effective Whistleblower reporting and investigation framework for employees to report breaches of any law, regulation, or any Qantas Group Policy. The Qantas Group takes all reports of any breach of law, regulation or policy very seriously.

### Further Steps to Prevent Modern Slavery

As part of our commitment to continuous improvement, the Qantas Group will keep developing and improving codes of practice, procedures, requirements and risk assessment and monitoring frameworks that address issues of Modern Slavery. We will continue to evolve our supply chain assurance framework to ensure our suppliers comply with our requirements.

Signed,

A handwritten signature in black ink, appearing to read "Alan Joyce".

Alan Joyce

CEO Qantas Group

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<sup>1</sup>Qantas Group' means Qantas Airways Limited ABN 16 009 661 901, and its related bodies corporate, as defined in Section 50 of the Corporations Act 2001 (Cth).