



2020 Modern Slavery Statement

2020 was Virgin Atlantic's 36th year of operation and the most difficult in the company's history. Covid-19 presented the biggest crisis since the Second World War, affecting public health, economies and communities globally. Aviation was one of the first industries to be affected by the pandemic and will be one of the last to fully recover.

For much of 2020, we were guided by the single mission of ensuring Virgin Atlantic's survival, so that we can continue to serve our people, customers and communities for decades to come. Taking bold and decisive action to reshape and resize the airline. Transforming our cost base, restructuring our balance sheet and consolidating operations at London Heathrow.

Our vision to become the most loved travel company comes with great responsibility and goes beyond providing best in class service to our customers. The need to go further, with business as a force for good in service of our people, the planet on which we all live and the communities we serve. Our commitment to implementing policies and procedures that aim to prevent all forms of slavery in our business and across our supply chains is unabated by the pandemic.

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 devastating impact of Covid-19 in 2020, including the grounding of passenger services for 90 days, and extensive international restrictions on travel throughout the year, we did not bring forwards any new initiatives related to modern slavery and human trafficking. Our existing policies, procedures and practices remained in place and are described in our 2019 Modern Slavery Statement. This can be viewed on our website www.virginatlantic.com/changeisintheair/resources. We will review and update our programme of activities to tackle this important issue as passenger services resume at scale and as we welcome more of our people back from furlough.

This statement has been made in accordance with the Modern Slavery Act 2015. It reflects the steps Virgin Atlantic¹ has taken during the financial year 2020 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 2021

A handwritten signature in black ink, appearing to be "Shai Weiss", written over a horizontal line.

¹In 2020, Virgin Holidays moved into the airline commercial team and was rebranded as Virgin Atlantic Holidays, becoming a hero product of Virgin Atlantic. As a result, all revenue generating activities – airlines, holidays and cargo are now consolidated under single leadership and a unified brand.