FLIGHT CENTRE TRAVEL GROUP™

# HUMAN RIGHTS POLICY

## TABLE OF CONTENTS

1. Our Commitment to Human Rights ..... 3
2. Health, Well-being, and Safety ..... 3
3. Fair Treatment and Equal Opportunity ..... 3
4. Brightness of Future ..... 3
5. Open and Fair Dialogue ..... 4
6. Ethical Business Practices ..... 4
7. Engagement and Accountability ..... 4
8. Reporting and Grievance Mechanisms ..... 4
9. Our Pledge ..... 4
Document Details ..... 5

**Flight Centre Travel Group Limited (FLT) Human Rights Policy**

At FLT, we are committed to respecting and promoting human rights throughout our operations, consistent with our values and responsibilities as a member of the United Nations Global Compact (UNGC). This policy reflects how we uphold the UNGC's first two principles:

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. Make sure that they are not complicit in human rights abuses.

## 1. OUR COMMITMENT TO HUMAN RIGHTS

We believe that our company's greatest strength is our people. Guided by our core values, we are committed to creating a workplace and a global presence in the travel and tourism industry that upholds the dignity, rights, and well-being of every individual. We recognize the responsibility we share in fostering an environment where everyone feels valued, respected, and safe.

## 2. HEALTH, WELL-BEING, AND SAFETY

We are committed to the health and well-being of our employees, customers, and the communities we serve through:

- Providing a safe and healthy work environment that meets or exceeds all applicable safety standards.
- Supporting the mental and physical well-being of our workforce through wellness programs and resources.
- Promoting safe travel practices for our customers and partners worldwide.

## 3. FAIR TREATMENT AND EQUAL OPPORTUNITY

We embrace diversity and inclusivity, ensuring that every individual is treated with fairness and respect, regardless of their race, gender, religion, age, sexual orientation, disability, or any other status. We are committed to:

- Providing equal opportunities for personal and professional development.
- Fostering a culture where work is both challenging and enjoyable for all.
- Ensuring a zero-tolerance policy against discrimination, harassment, or any form of abuse.

## 4. BRIGHTNESS OF FUTURE

Our supportive work community provides an inspiring and challenging career path for committed people. We are dedicated to:

- Promoting and transferring talent from within as our first choice for career advancement.
- Offering opportunities for our people to move globally across our company.
- Empowering our team to build fulfilling and dynamic careers within a global framework.

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## 5. OPEN AND FAIR DIALOGUE

We value social dialogue as a vital element of our workplace culture and are committed to ensuring that our people have access to it. To support this, we:

- Promote ongoing, open communication across all levels of the organization.
- Facilitate accessible and inclusive platforms for our employees to voice their feedback, ideas, and concerns freely.
- Uphold mechanisms that encourage social dialogue, enabling our people to contribute meaningfully to decisions that affect them.
- Ensure protections against retaliation for those who engage in such dialogue.

## 6. ETHICAL BUSINESS PRACTICES

We strive to operate with integrity and transparency in all aspects of our business. This includes:

- Respecting labour rights and ensuring fair wages and working conditions.
- Identifying and preventing modern slavery within our operations.
- Collaborating with partners and suppliers who share our commitment to human rights and ethical practices.

## 7. ENGAGEMENT AND ACCOUNTABILITY

We aim for continuous improvement and transparency in our human rights practices. To achieve this, we will:

- Engage with stakeholders, including employees, customers, communities, and industry partners, to understand and address human rights concerns.
- Conduct assessments of our operations and supply chains to identify and mitigate human rights risks.

## 8. REPORTING AND GRIEVANCE MECHANISMS

We encourage open communication and provide accessible channels for reporting any concerns related to human rights. All reports will be addressed with confidentiality, and with protections in place to prevent retaliation.

## 9. OUR PLEDGE

At FLT, we are a community dedicated to making travel and tourism a force for good. By upholding human rights, promoting well-being, ensuring ethical practices, and fostering open dialogue, we aim to create a positive and lasting impact on the people and places we touch.

Together, we will continue to challenge ourselves, inspire others, and contribute to a more inclusive and equitable world.

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## DOCUMENT DETAILS

This document is effective from 26 March 2025.

### Related Documents

- Code of Conduct
- Diversity Policy
- FCTG Supplier Code of Conduct
- Modern Slavery Statement 2025
- Whistleblowing Policy



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