



# OUR PEOPLE POLICIES

## Equal Opportunities and Inclusion

This policy has been reviewed and approved by our UK trade unions only

**easyJet**

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## INTRODUCTION

Our people are our greatest asset and we want to continue to attract, retain and develop top talent by focussing on creating an inclusive and energising environment that inspires everyone to learn and grow, enabling the orange spirit to thrive.

We want everyone who works at easyJet, no matter their background or preferences to feel valued, respected and supported, and bringing breadth of diversity also helps us to deliver for the customers we serve, and the local areas in which we're based.

Our approach and practices in this area are underpinned by Our Promise and guided by the Equality Act 2010 (the "Equality Act") or the local legislations appropriate to the country this policy applies to.



## DIVERSITY AND INCLUSION (D&I) PRINCIPLES

Our people priority is all about creating an inclusive and energising environment, inspiring everyone to learn and grow. We know how our people feel matters and can be the biggest influence on how we perform. Additionally, a diverse workforce that reflects our customers, leads to a better understanding and designing of service that supports them. By thinking broadly and looking at things from different perspectives, together, we bring new ideas, different conclusions and stay ahead of our competitors.

A key component to that is our Inclusion and Wellness strategy and its key five pillars:

### INCLUSION & WELLNESS STRATEGY

#### LEADERSHIP

Leaders who care about the importance of the inclusion & wellness of our people and understand that how people feel at work is the biggest predictors of performance

#### FIRM FOUNDATIONS

Data led design of best practice policy and process embedding our responsibility for inclusion & wellness at easyJet

#### OPEN & HONEST COMMUNICATION

Engaging campaigns and supporting materials, designed utilising feedback from our listening channels, articulating what we mean by inclusion and wellness at easyJet

#### INCREASING CONFIDENCE & CAPABILITY

We upskill our people to instigate cultural change, creating an employee sense of belonging, an environment of inclusion and supporting wellness needs at easyJet

#### SUPPORTING SERVICES & PARTNERS

We focus on expert input and support for our resources, tools and services. Reflecting the different needs across our communities

- > Leadership – Who care about the importance of inclusion and wellbeing of our people
- > Firm Foundations – Data led design of best practice policy and process
- > Open and honest communication – Engaging campaigns and supporting materials, utilising our listening channels, articulating clearly what we mean and stand for
- > Increasing confidence and capability – Enabling our people to support cultural change and ensure a warm welcome for everyone
- > Partnerships – Focus on expert input and support, reflecting different needs across our communities

## OUR COMMITMENT TO YOU

Our people are our greatest asset and we want to ensure that all employees feel included, respected, and are treated fairly. Our commitment to you first and foremost, is that we have zero tolerance on discrimination of any sort, including but not limited to discrimination on the grounds of race, religion or belief, gender, gender reassignment, sexual orientation, age, disability, marriage and civil partnership, pregnancy and maternity. We are committed to treating everyone equally and will not place any colleagues at a detriment on the grounds of employment status – fixed term or part time, or membership/non membership of a trade union or other such organisation.

As well as being committed to preventing direct discrimination, we are also committed to ensuring our people are not subject to indirect



discrimination, which can come about from a process, policy, or condition disadvantaging certain groups of people. There are times when indirect discrimination is permissible if the company can show good reason for the discrimination, e.g. cabin crew needing to be 18 years' old as they sell alcohol on board the aircraft, but we aim to reduce this as much as possible. We also include in our Equality and Inclusion

training more details about direct and indirect discrimination and you can access this [here](#).

Further protection is also afforded to our employees who have a disability and one of the commitments we have as a business is to ensure that we support our disabled employees through providing reasonable adjustments and creating more accessibility.

**We've created the below D&I standards which enable us to meet the D&I principles:**

- > Be fair and equitable in all that we do so that our people feel respected, included and safe to work at easyJet
- > Prevent discrimination, bullying, harassment and victimisation of any description, or any other form of unwanted behaviour
- > Create equal opportunities for everyone, removing any barriers to help our people strive to reach their full potential
- > Give everyone a chance to have their opinion heard so that everyone has a voice and feels respected
- > Provide effective and meaningful training and development to support inclusive behaviours, cultural change and create the right employee experience where we can all be our whole selves.

- > Embed our D&I principles into all our policies, processes and procedures utilising aggregated data and feedback that is available (subject to local legislation requirements)

This policy is created in consideration of the equality legislation across our network. Any breaches of this policy will not be tolerated and will be fully investigated and dealt with under disciplinary policies where appropriate (subject to local legislation requirements). We recognise that sometimes it's difficult to openly raise concerns, so we have the Speak Up, Speak Out, (SUSO) policy to enable these types of concern(s) to be raised confidentially. You can find more information about this under the 'Other Support' section of this policy.



## REASONABLE ADJUSTMENTS

### Accessibility

'Accessible' means a person with a disability is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use. In our cases this may also extend to support those we additional support requirements due to neurodiversity, pregnancy, other medical matters or anything that requires a reasonable consideration for an adjustment. As a reasonable and respectful employer we want to ensure we do not create barriers for anyone's success at easyJet.

We endeavour to make our processes and premises fair and accessible for everyone and we demonstrate our flexible approach in ways such as our hybrid way of working. With regards to practical access to, from and within our premises, our facilities team oversee our compliance to the necessary government regulations and make reasonable adjustments to our premises where possible. We will always commit to making reasonable adjustments where possible to the workplace.

For further information and guidance contact the ER team



## OUR COMMITMENT TO EACH OTHER

### We're In It Together

We are one team; we trust and respect each other and recognise all our contributions.

- > Acting as one team - Communicating and collaborating with others, in own team and across the business to achieve the right results
- > Valuing diversity – Respect and acknowledge the value different people can bring to our teams and to our company
- > Respecting different perspectives – Treat everyone equitably and how they wish to be treated across the entire employee journey with easyJet; adapting our style to listen to other perspectives.
- > Understanding impact on others – Knowing the small things make a big difference
- > Empowering, motivating and engaging others - Recognising their contributions

### We're inclusive

Our easyJet people always give each other a warm welcome, this means we encourage learning about all differences, we care enough to ask, respect what we learn, building positive working relationships, and better support each other. This may mean we have to consider adapting at times to give each other the space to successfully be our whole selves.

- > Valuing diversity - Respect and acknowledge the value different people can bring to our teams and to our company- make everyone feel welcome and valued by treating everyone how you'd want to be treated.
- > Positively leading by example and role modelling inclusive behaviours - Understanding our impact on others



## We're considerate

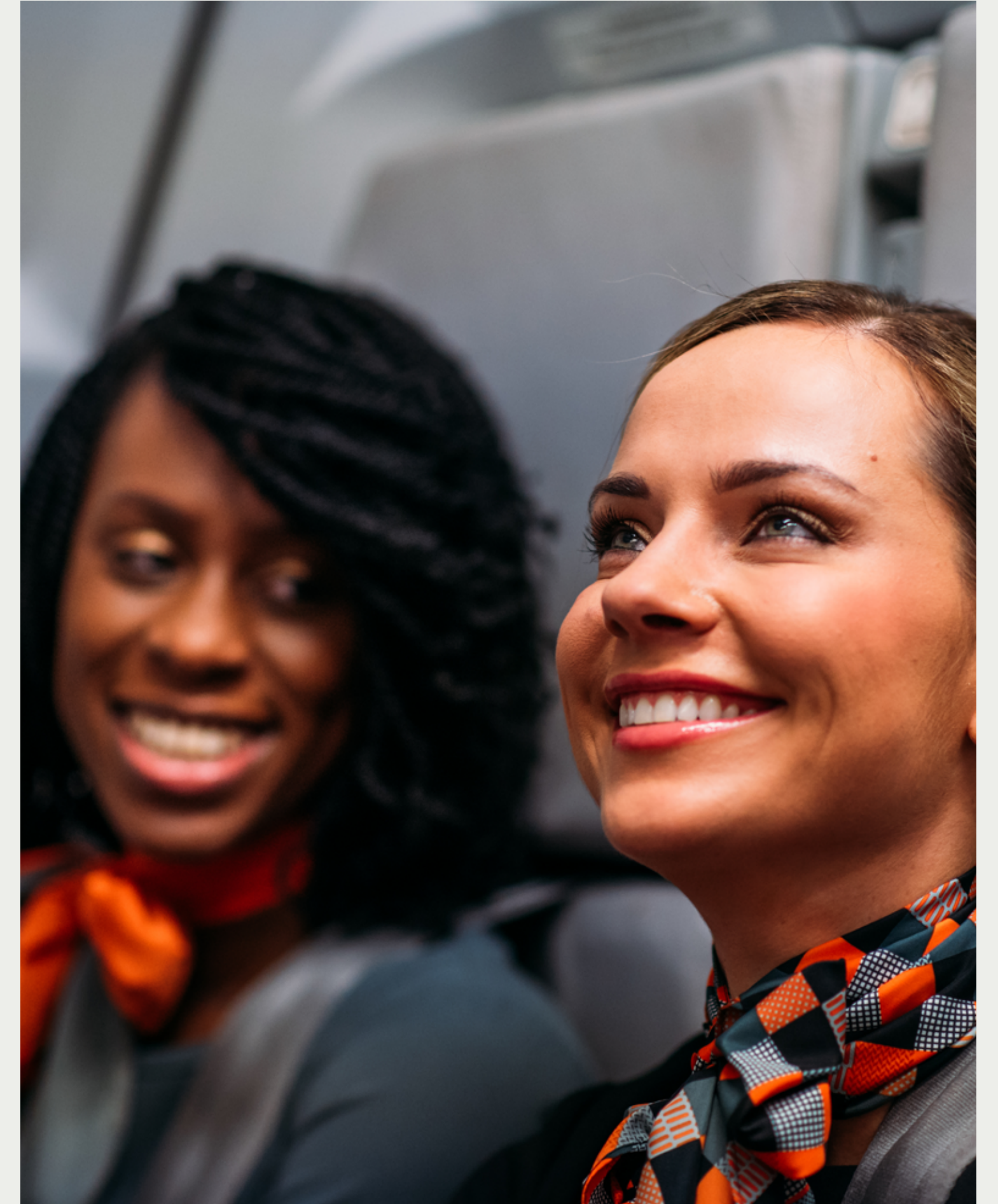
Our culture encourages everyone to have their say and be listened to considerately, adapting style to better engage and communicate with each other. Creating a safe space, whatever that takes, to let everyone have a view.

- > Managing difficult conversations and respecting differing views - We listen actively to learn from other views
- > We care about each other and get to know each other

## We trust each other to do the right thing

By creating an environment where we all feel trusted and can be our whole selves at work.

- > Encouraging ourselves and our colleagues to grow and succeed - We want to attract the best talent and welcome everyone.



## RAISING CONCERNS

### Speak Up, Speak Out (SUSO)

We recognise that individuals may find it difficult to raise concerns; therefore, the Speak Up, Speak Out (SUSO) policy enables concerns to be raised confidentially. Our Just culture encourages anyone that has a serious concern about any aspect of our business to come forward and voice those concerns. Making a report under the SUSO policy is optional, you can also raise a concern with your line manager, base management team or with HR. You can find the SUSO policy on our Inside pages and full details of the numbers to call.

## SUPPORT AVAILABLE

### Employee Assistance Programme (EAP)

We offer a free, confidential, 24-hour EAP service to all employees of the easyJet group to support with personal or workplace issues which may be impacting performance, wellbeing, mental or physical health.

Web Address:

<https://www.icaslifestyle.com>

### You Matter

We have the best people in the industry at easyJet. “You Matter”

brings together all the work we do to include, energise and grow our amazing team. It’s because of You Matter that we have developed an evolving suite of tools and services to help you look after your own health and wellness, connect with each other and plan for the future.

### Pilot Peer Support Programme

An independent, confidential service using trained, volunteer pilots to support fellow easyJet flight crew with any issue.

The peer supporters are trained by aviation psychologists to provide a professional service and the service

is fully supported by the easyJet Pilot Group, representing all pilot unions.

You can find more information **here**.

### Inclusion Channel

Our Workplace Inclusion channel is a great place to be part of the conversation, share views and tips, learn from others and keep the conversation alive for all things Inclusion. You can become a member. You may also hear from our team of Trailblazers across the company, this group of allies are supporting embedding our principles across the business and encouraging celebration and education within our teams.

### Glossary

Our policies and guidance underpin our obligations to our people and provides clear guidelines on how the company operates. It also lays out all professional practices and processes. We’ve listed some of the policies you may want to refer to in association with this policy.

- > **Bullying & Harassment**
- > **Social Media**
- > **Being Trans & Transitioning at easyJet**
- > **Flexible Working**

## Document details

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This policy has been through a governance process including Management Board sign off and a Policy Committee to ensure it remains factual and up to date.

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