

Equality and Diversity Policy Summary

Jet2 is committed to fostering a workplace culture that promotes equality, diversity, and inclusion for all colleagues, customers, and third parties. This policy outlines the Company's approach to preventing discrimination and promoting fair treatment across all areas of employment.

Our Commitment

- Promote a diverse and inclusive workforce.
- Ensure fair treatment regardless of protected characteristics.
- Take swift action against discrimination, harassment, or bullying.
- Apply this policy to all colleagues, including temporary, agency, prospective and former employees, as well as external relationships.

Protected Characteristics

The policy protects individuals from discrimination based on:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Types of Discrimination Addressed

- Direct & Indirect Discrimination.
- Disability-related Discrimination.
- Failure to Make Reasonable Adjustments.
- Victimisation.
- Discrimination by Association or Perception.
- Discrimination by third parties.
- Bullying and Harassment, including sexual, racial, religious, and disability-related harassment.

Equality in Practice

Jet2 ensures equality and diversity in:

- Recruitment & Selection: Fair and inclusive hiring practices.
- Training & Development: Equal access to learning opportunities.
- Career Progression: Merit-based promotions.
- Employment Conditions: Fair pay and benefits.
- Disciplinary & Grievance Procedures: Non-discriminatory processes.
- Termination & Post-employment: Fair treatment during and after employment.

Responsibilities

- **Senior Management:** Overall accountability for compliance.
- **Managers:** Promote inclusive practices and support colleague development.
- **All Colleagues:** Uphold the policy and report breaches.
- **HR Team:** Provide guidance, training, and monitor equality metrics.

Training & Awareness

- Mandatory induction training for all colleagues.
- Ongoing communication and policy updates.
- Customer Commitment
- **Jet2** pledges to treat all customers fairly and ensure accessibility of services, especially for those with disabilities.

Complaints Procedure

- Internal complaints handled via grievance procedures.
- External complaints investigated promptly by HR.
- Protection against retaliation for those raising concerns.

Monitoring & Review

- Anonymous diversity data collection for workforce monitoring.
- Annual policy reviews and updates.
- Promotion of **Jet2** as an equality and diversity employer.