

Managing Director  
and Chief Executive Officer  
**Alan Joyce AC**



3 November 2022

Mr António Guterres  
Secretary General  
United Nations Global Compact  
685 Third Avenue, FL 12  
New York, NY 10017

Dear Mr Secretary General

On behalf of the Qantas Group, I am pleased to re-affirm our ongoing commitment to the ten principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.

Much has been said about the challenges the aviation industry has faced over the past few years. What has remained constant is our long-standing commitment to the respect for human rights and the environment. In July 2022, we were pleased to see the United Nations General Assembly formally recognise the human right to a clean, healthy, and sustainable environment.

In May this year we released our Climate Action Plan, which includes details about our climate and waste targets, supporting our ambition of net zero by 2050.

Having a sustainable business is more than just reducing emissions, and the Qantas Group has a strong history of showing leadership on issues that matter to the Australian people. We have increased our ambition regarding inclusion and diversity in our workforce. We have raised our targets for women in senior leadership roles and our targets for Aboriginal and Torres Strait Islander employment, and we continue to build a pipeline of more diverse pilots through our Qantas Group Pilot Academy.

From a governance perspective, during the year Sustainability became one of the four key foundations for the Group, and one of the seven focus areas of the Group Corporate Strategy. We also appointed a Chief Sustainability Officer and established a Sustainability Management Board. We have incorporated a cost associated with decarbonisation into our business cases and have linked executive remuneration to our climate change target.

Our FY22 Sustainability Report is our annual report card on the progress we are making towards our goals, how we are performing across broader social, environmental and governance areas. Additionally, the Group's Modern Slavery Statement will be published on our website by 31 December 2022, in accordance with the requirements of the Modern Slavery Act 2018 (Cth) and Modern Slavery Act 2015 (UK).



As we continue our recovery from the COVID-19 crisis, reducing our impact on the planet and ensuring the next generation can share in the benefits of aviation is a key focus. We will continue to integrate the Global Compact and its principles into our business strategy, culture and daily operations and commit to sharing this information with our stakeholders, using our primary channels of communication.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Alan Joyce', with a stylized flourish at the end.

**ALAN JOYCE**