

Equal Employment Opportunity Policy

Hawaiian's shared values are based on warmth, care, and inclusion. This is core to who we are and how we see the world. We are committed to growing and supporting a diverse employee team that reflects where we live and those we serve. We are committed to providing equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, pregnancy status or any other protected characteristic under applicable law.

We ensure that all personnel actions from recruiting and hiring to promotions and separations are administered without regard to protected veteran status, disability status or any other protected status. Hawaiian will ensure that all employment decisions are based only on valid job requirements.

To meet Affirmative Action obligations and to celebrate Hawaiian's diversity, we invite all individuals with disabilities and/or a protected veteran status to self-identify. Providing this information is voluntary and information obtained will be kept confidential to the extent possible and/or as required by law.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

- Filing a complaint;
- Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA, Section 503 or any other Federal, State or Local law requiring equal opportunity for protected veterans, individuals with disabilities or any other protected class;
- Opposing any act or practice made unlawful by VEVRAA, Section 503 or its implementing regulations in this part or any other federal, state or local law requiring equal opportunity for protected veterans, individuals with disabilities or any other protected class;
- Exercising any other right protected by VEVRAA, Section 503 or any other Federal, State or Local Law or its implementing regulation in this part.

Please also view our Workplace Respect policies in Ka 'Ike Pono, our employee handbook. An Affirmative Action Officer has been assigned to monitor personnel procedures to support our Affirmative Action Programs throughout Hawaiian. This Officer is the Senior Vice President of Human Resources, Robin Kobayashi.

The Affirmative Action Plans may be reviewed upon request with your People Relations Manager during regular business hours.