



Peter Ingram
PRESIDENT AND CEO

Date:

To: All Hawaiian Airlines Employees

From: Peter Ingram, President and Chief Executive Officer

Re: Equal Employment Opportunity Policy Statement / Disability Self-Identification Form

Hawaiian Airlines' shared values are based on warmth, care, and inclusion. We are open, welcoming and diverse. We connect people with aloha. 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. Part of that commitment is applying affirmative action, promoting equal opportunity and being nondiscriminatory in all aspects of employment.

We are committed to equal opportunity in our employment practices and treating each other with respect and dignity. Our Affirmative Action Plan includes programs that strive to ensure equal employment opportunities for all current and prospective employees regardless of race, color, religion, sex, sexual orientation, gender identity, pregnancy status, national origin, age, ancestry, genetic information, disability, veteran status, or any other legally protected characteristics in all employment and personnel actions. We seek to employ and advance qualified individuals at all levels of employment.

We also believe that our employees are entitled to work in an environment free of harassment, bullying, retaliation, and discrimination. To learn more, please see our Workplace Respect policies in Ka 'Ike Pono, our employee handbook.

We provide reasonable accommodations for qualified applicants and employees including those who are disabled veterans or other individuals with disabilities. We are committed to creating an inclusive environment where our employees feel comfortable self-identifying their gender, race, sexual orientation, veteran and disability status. We want to continue to measure how we are doing to improve job opportunities and our inclusion efforts for these protected classes, so we ask that our applicants, new hires and employees annually self-identify disability and veteran status. Self-identification is voluntary and confidential. To review or learn more about our Affirmative Action plans, please meet with your People Relations Manager during regular business hours, and if you want to learn more about policies regarding diversity, please refer to Ka 'Ike Pono.

When we mālama, or care, we hold ourselves responsible. While we strive for an inclusive world, we are responsible to safeguard it here at Hawaiian Airlines, whether through hiring practices, workplace procedures, or in our everyday conduct. Mahalo for doing your part to mālama each other.