



Peter Ingram
PRESIDENT AND CEO

Date: June 04, 2021
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. 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 to meet our legal obligations of maintaining an Affirmative Action Plan and promoting Equal Employment Opportunities.

As we continue to grow, we aspire to embrace diversity in how we work together and the way we care for our guests. This means we promote equal opportunity in our hiring practices and treat each other with respect and dignity. Our Affirmative Action Plans identify programs that strive to ensure equal employment opportunities for all current and prospective employees regardless of race, color, religion, gender, national origin, age, ancestry, genetic information, disability, veteran status, sexual orientation, gender identity 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 Diversity and Inclusion and Discrimination- and Harassment-Free Workplace policies in Ka 'Ike Pono, our employee handbook.

We provide reasonable accommodations for qualified applicants and employees who are disabled veterans or other individuals with disabilities. We want to continue to measure how we are doing to improve job opportunities for these protected classes, so we ask all applicants and new hires, and annually ask our employees, to self-identify disability and veteran status. Self-identification is voluntary and confidential, and data gathered are used to monitor and celebrate the diversity of our workforce. 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.