



Equal Employment Opportunity Policy

Hawaiian Airlines (“Hawaiian”) is committed to providing equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity or any other protected characteristic under applicable law.

Hawaiian will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions 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.

Comment:

1. Pursuant to Affirmative Action obligations and to celebrate Hawaiian’s diversity, Hawaiian invites all individuals with disabilities and/or a protected veteran status to self-identify. Submission of this information is voluntary and information obtained concerning individuals shall be kept confidential to the extent possible and/or as required by law.

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

(1) Filing a complaint;

(2) 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;

(3) 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;

(4) Exercising any other right protected by VEVRAA, Section 503 or any other Federal, State or Local Law or its implementing regulations in this part.

Please also see Hawaiian’s Discrimination- and Harassment-Free Workplace Policy which can be found at the Company Policy section of HA People.

3. An Affirmative Action Officer has been assigned to direct the establishment and monitor personnel procedures to support our Affirmative Action Programs throughout Hawaiian. This Officer is the Senior Vice President of Human Resources, Barbara Falvey

4. The Affirmative Action Plans may be reviewed upon request to the Affirmative Action Officer during regular business hours.