Human Rights Policy Statement

At Hawaiian Airlines, we recognize that to achieve our purpose – to connect people with Aloha – we must act with Aloha in everything we do. This spirit of Aloha, and the Hawaiian values of Mālama (care), Hoʻokipa (hospitality), Lōkahi (collaboration) and Poʻokela (excellence), guide our actions as individuals and as a company.

This statement is driven by our core Hawaiian Airlines values and grounded in universal principles. We respect internationally recognized standards for human rights, including the United Nations Universal Declaration of Human Rights.

Our principles include:

- The value of diversity, in our workforce and our communities, and the recognition that all people deserve equal rights and opportunity. We are committed to promoting equal opportunity in our hiring practices, a workplace with open and honest communication, and an environment of respect and dignity that is free of harassment, bullying, retaliation, and discrimination.

- Respect for the freedom of association and the right of labor to organize and bargain collectively, in accordance with local laws.

- The prevention of child labor, forced labor and human trafficking in any form.

- The right to a clean, healthy and safe environment and our role as stewards of that environment.

- The rights of indigenous people to cultural practices and freedom from discrimination.

- The safety and well-being of our guests, employees and community-members. We require our employees to treat health and safety regulations as a minimum standard. Our safety programs are reviewed regularly by our leadership and the Safety Committee of our Board of Directors.

We believe in fostering a respect for human rights throughout our business and workplace. These principles apply to Hawaiian Airlines, our corporate affiliates and all our operations, whether domestic or international. We provide our employees with training on our values and how to identify and prevent harassment and discrimination. We also provide training to our frontline employees to recognize and report suspected human trafficking. We maintain a dedicated hotline for employees to anonymously report any concerns regarding potential ethical, safety and human rights violations and we investigate the reports that we receive. Hawaiian Airlines does not tolerate retaliation against any individual who has in good faith reported questionable behavior or possible violations of our ethical standards, policies or applicable law. We also expect our suppliers and business partners to adhere to these principles or a comparable standard.

We commit to continuously review this policy in consultation with stakeholders, including employees and members of the community, company leadership and our Board of Directors. This policy has been adopted by our Board of Directors and is subject to oversight by the Governance and Nominating Committee of our Board of Directors.