

## STATEMENT ON GROUND HANDLING PENALTY JUDGMENT

Monday 18 August 2025

The Qantas Group accepts the Federal Court's decision today on the penalty for unlawfully outsourcing its ground handling function in 2020.

Today's judgement holds us accountable for our actions that caused real harm to our employees.

Qantas Group Chief Executive Officer Vanessa Hudson said: "We sincerely apologise to each and every one of the 1,820 ground handling employees and to their families who suffered as a result.

"The decision to outsource five years ago, particularly during such an uncertain time, caused genuine hardship for many of our former team and their families.

"The impact was felt not only by those who lost their jobs, but by our entire workforce.

"Over the past 18 months we've worked hard to change the way we operate as part of our efforts to rebuild trust with our people and our customers. This remains our highest priority as we work to earn back the trust we lost."

The \$90 million penalty will be paid in accordance with the orders of the Court.

Qantas has also paid \$120 million into the compensation fund for all affected former employees, which is being administered by Maurice Blackburn.

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**Authorised for release by the Qantas Group CEO**