Virgin Orbit is on a mission to open up space for everyone. This mission not involves only our employees here at Virgin Orbit but also our suppliers, sub-tier suppliers, and subcontractors across the supply chain.

Teamwork is a core value of Virgin Orbit and we are working as a team to align our values with all parties involved in helping us achieve our goals. We hold ourselves and our suppliers responsible to maintaining a work environment with safe labor practices and standards, ethics and integrity that complies with the law, and a respectful workplace that embodies the Virgin values. The following Supplier Code of Conduct summarizes Virgin Orbits’ expectations of all parties involved in our supply chain to ensure a safe and ethical work environment for all. Our Code is a set of principles we expect all suppliers to work within.

All suppliers shall commit and adhere to Virgin Orbit’s Supplier Code of Conduct.
The key areas we focus on:

01. Labor Rights
02. Wages and Benefits
03. Health and Safety in the Work Environment
04. Environmental Laws and Regulations
We believe it is our duty to treat employees with respect and fair labor practices so we hold our suppliers to the same expectations with their employees.

01. CHILD LABOR

• Suppliers must ensure that child labor is not used in any business practices and that all employees are at or above the local legal age of employment.

02. FORCED, BONDED, AND PRISON LABOR

• We expect that our suppliers never have employees do work under threat or penalty of any kind.
• Work should only be done under a voluntary basis.
• Forced, bonded, and prison labor is prohibited.

03. HEALTH AND SAFETY

• Our suppliers shall follow all relevant health and safety laws and regulations.
• Suppliers should have procedures and protocols in place that prevent any form of harm to the employees.
• Suppliers shall provide personal protective equipment required for the job.
04. WAGES AND BENEFITS

• Suppliers should compensate employees the legal minimum compensation required by local law and benefits.
• If workers work overtime they must be compensated the rate at which is legally required.
• Our suppliers shall not make any deductions from wages that are unauthorized.
• Our suppliers shall provide employees with written information regarding employment conditions, overtime pay, benefits, and wages.

05. WORKING HOURS

• Suppliers Virgin Orbit works should strive to maintain an environment that fosters work life balance.
As a company Virgin Orbit believes that the work place should be an inclusive work environment without discrimination, harassment, or abuse.

06. HARRASSMENT

- Our suppliers should ensure a workplace free from physical, psychological, and verbal harassment.
- We expect our suppliers to have zero tolerance for bullying.
- Employees should be treated with respect and dignity.

07. NON-DISCRIMINATION

- The suppliers Virgin Orbits works with should provide a workplace free of discrimination.
- There should be equal opportunity for all employees and applicants in terms of recruitment, compensation, promotion, and termination. Suppliers shall not discriminate on the basis of race, caste, birth, social or ethnic origin, religion, nationality, age, gender, sexual orientation, or political affiliation.
Virgin Orbit expects all suppliers to uphold integrity by complying with all relevant legislation and regulations.

08. UNETHICAL OR ILLEGAL BUSINESS PRACTICES

- We expect that our suppliers never offer or make improper payments to the government, political parties, or candidates for public office.
- We expect our suppliers to never offer or receive any illegal payments from customers, suppliers, representatives, or others.
As a company Virgin Orbit is actively making efforts to reduce our footprint on the planet we expect our suppliers to do the same.

09. ENVIRONMENTAL LAWS & REGULATIONS

- We expect our suppliers to handle materials that can be toxic to the environment in an appropriate manner than complies with environmental laws and regulations.
- We expect our suppliers to keep up to date with all required permits, approvals, and environmental registrations.
- We encourage our suppliers to continuously find ways to be more sustainable as a company and to share those findings.