



FLIGHT CENTRE
FOUNDATION

Strategic Plan

July 2022 - July 2024



Acknowledgement of Country

We pay our respects to the Aboriginal and Torres Strait Islander ancestors of this land, their spirits and their legacy. The foundations laid by these ancestors— the First Nations peoples of this country — gives strength, inspiration and courage to current and future generations towards creating not only a better country, but a better world.

We walk together on our shared journey of reconciliation where all will be recognised and treated equally and the diversity of Aboriginal cultures and Torres Strait Islander cultures and communities across Australia, and the world, are fully acknowledged, respected and cherished by all.



A message from Skroo

Flight Centre Travel Group celebrates its milestone 40th birthday in 2022. Over these enduring 40 years of building our global business, along the way we have created a unique culture and a core set of philosophies and values that our people embody and celebrate each and every day.

The inception of our Flight Centre Foundation (FCF) in 2009 is testament to the importance our people place on giving back. The Flight Centre Foundation is our way of harnessing the collective goodness of our people, industry partners and customers to give back to the communities where we work, live and travel.

Through the Flight Centre Foundation, we have been able to make meaningful contributions to many charities across Australia and abroad, living into our company purpose, "To open the world for those who want to see."

Our FCF vision is to create brighter futures for communities where we live, work and travel. In our milestone 40th year of business, this strategic plan lays out our focus areas and objectives for the next two years, as well as our long-term vision for the future.

Together, with the support and engagement of our people and the commitment of our Board, I am excited to see the meaningful impact of our contributions over the next two years



Graham 'Skroo' Turner
Managing Director & Founder
Flight Centre Travel Group



OUR VISION - Brighter futures for communities where we live, work and travel.

OUR PURPOSE - To create opportunities for those who wish to give through our strategic pillars: People, Purpose and Planet

GOVERNING THEMES

01

Engaging and empowering our people, customers, industry partners, suppliers, stakeholders and partner charities to steer our giving journey.

03

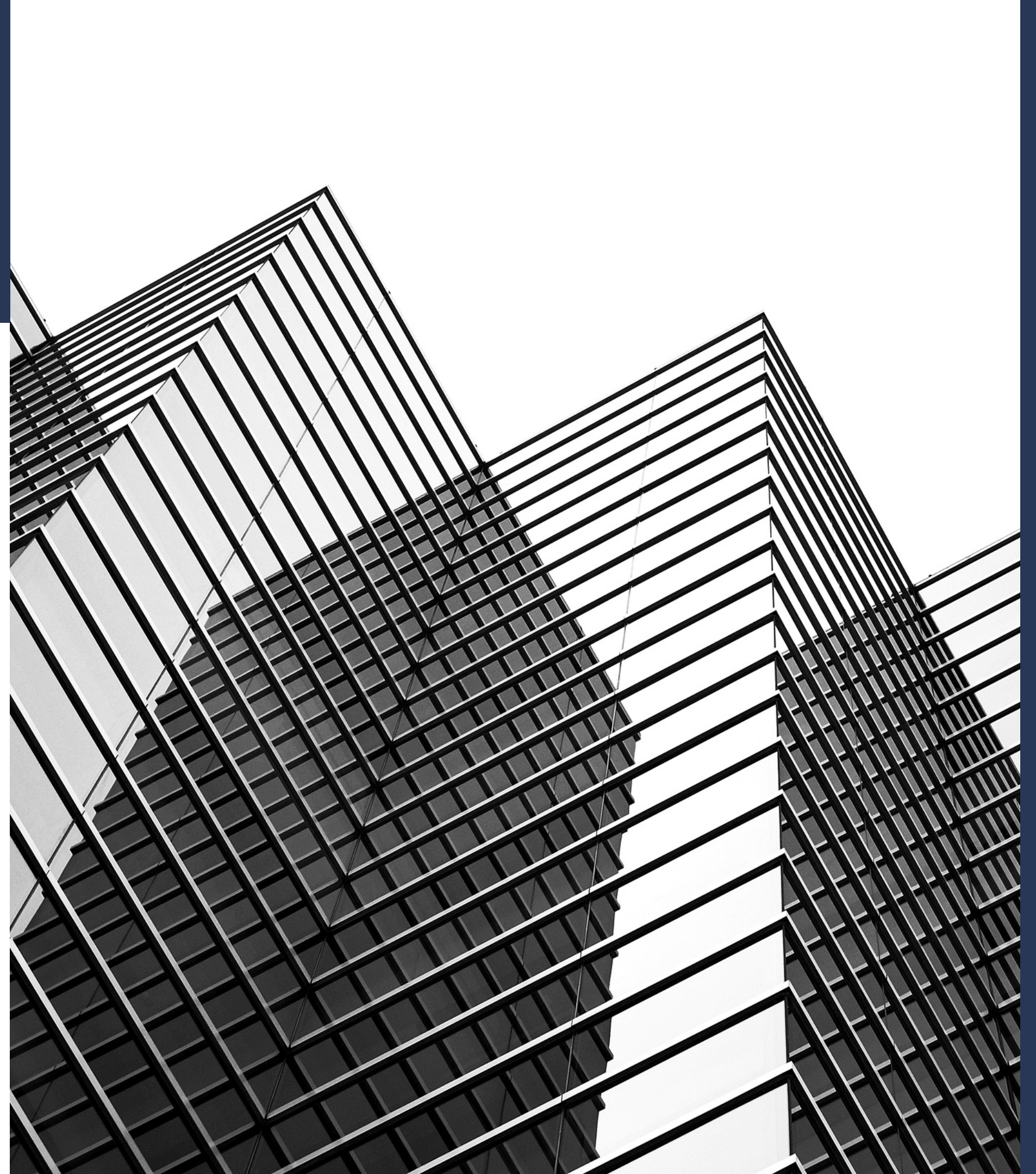
Collaborating with and learning from not-for-profit and for-profit organisations who also aim to create opportunities for those who wish to give.

02

Driving sustainable impact by supporting innovative, preventative, and purposeful programs in creative, considerate and cohesive ways

04

Growing our impact, guided by our humble philanthropic roots and the new normal of our country and world.



ENGAGEMENT FOCUS

We know it takes a village and we deeply believe in supporting the communities in which we work, live, and travel. That is why we aim to engage all relevant stakeholders in our Flight Centre Foundation Giving Journey.



Creating innovative and intentional opportunities for our people to participate in and guide our giving journey.



Utilising technology to strengthen our network reach and to report on our impact.



Collaborating with for-purpose driven organisations to build strategic partnerships for creating social and environmental change.

GROWTH FOCUS

We're committed to growing a Flight Centre Foundation that aligns with, and supports, organisations invested in brighter futures for Australia and for communities in need around the world.

01

Growing awareness of the Flight Centre Foundation to increase opportunities for impact.

02

Developing strategies to grow our giving pool through: Workplace Giving Programs | Flight Centre Travel Groups guaranteed matched funding of workplace giving donations | Strategic Partnerships | Events, appeals and initiatives | Customer giving programs | Investments

03

Growing our impact in vulnerable communities through tangible actions guided by our vision, purpose, and pillars



Our Funding Promise to Charitable Organisations

At the Flight Centre Foundation we promise to consider a charity's time, effort, and resources when it comes to partnerships and funding. We will listen to charities about what their needs are and empower those organisations accordingly. We will treat charities as we would our customers, our people, and our stakeholders because they are a part of our Flight Centre Travel Group family.

THE FLIGHT CENTRE FOUNDATION'S STRATEGIC PILLARS

OUR PEOPLE PILLAR

The Foundation was built on our people's passion for supporting vulnerable communities through giving treasure and time. We will fund an annual Giving Grants round where our people will choose what we support.

- Educate and engage our people in our philanthropic journey
- Actively utilise our people's skills and passion for making a difference through volunteering, skills-based volunteering, collection drives and awareness campaigns
- Nurture our working groups across Australia to direct our Giving Grants and general operations

OUR PURPOSE PILLAR

In line with our company purpose, to open up the world for those who want to see, we will support innovative programs that creatively utilise transport or travel to create safe, inclusive, and sustainable outcomes.

- Develop and nourish charity partnerships who open up the world for those who want to see, in line with our company purpose
- Foster collaborative environments to tackle issues alongside our charity partners, industry partners, and customers
- Engage all Flight Centre Travel Group brands to engage in purpose driven opportunities with our partners

OUR PLANET PILLAR

We believe in living in reciprocity with our home. We will support holistic environmental programs within Australia that honour the land, seas, and air where we work, live, and travel.

- Align with organisations that work in conservation efforts, biodiversity, wildlife protection and sustainability
- Enacting tangible initiatives within our organisation, and for our customers and our people to support the efforts of our partners
- Innovate ways we can enhance the mission of our partners and our values around sustainability as a foundation and a company