

Affirmative Action Policy for Women and Minorities

Effective: 01/01/2019

Issued by Southwest Airlines January 2019; Effective Until/Unless Reissued

Part of Southwest Airlines' Affirmative Action Program

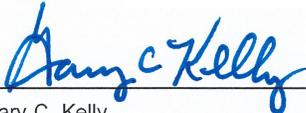
Southwest Airlines is dedicated to providing the best possible work environment, benefits, development opportunities, and equal employment opportunity for our People, which is reflected in Southwest Airlines' Affirmative Action Program. Although we are extremely proud of our record of accomplishments in these areas, we strive to continually improve through good faith efforts.

We are also firmly committed to our efforts to improve the communities that we serve. As a basic premise of our business, it is vitally important to have an Employee base that is reflective of those diverse populations. To ensure the success of our commitment to providing equal opportunity employment, we have developed the Southwest Airlines' Affirmative Action Policy for Woman and Minorities ("Program"). We desire to maintain a heightened awareness of providing equal employment opportunities to women and minorities in every facet of our business through the Program. This focus includes recruitment, hiring, training, promotions, compensation, and Company-sponsored programs.

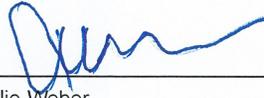
It is also the policy of Southwest Airlines to provide equal opportunity to all individuals and not to discriminate on the basis of race, color, ancestry, religion, age, sex, sexual orientation, gender, gender expression, gender identity, pregnancy, marital status, national origin, genetic information, physical or mental disability, military or veteran status.

The Vice President and Chief People Officer is responsible for establishing and monitoring Southwest Airlines' personnel procedures to guide our Affirmative Action Program. All Southwest Airlines Officers, Directors, and Managers are responsible for supporting the Company's efforts towards Southwest Airlines' goals related to their individual departments. Providing equal employment opportunity is an important part of effectively leading our People and successfully fulfilling Leadership obligations to our Employees, current and future, and to the Company as a whole.

Southwest Airlines' Chairman of the Board and Chief Executive Officer and Vice President and Chief People Officer endorse and support this policy and Southwest Airlines' Affirmative Action Program for Women and Minorities.



Gary C. Kelly
Chairman of the Board & Chief Executive Officer



Julie Weber
Vice President and Chief People Officer

Southwest Airlines is an Equal Opportunity Employer.