

GENDER PAY GAP

Report 2022

"Cabin Crew International, as a Company is fully committed to building a workforce that reflects the diversity of our Client Airlines customers and to promote an inclusive and collaborative culture".

Frank Whelan, Director

Cabin Crew International have a median gender pay gap of 0.35%. We operate a transparent remuneration structure for all our employees. When it comes to bonus pay, the gender pay gap is 2.9%, with a median of 0.35%.

PAY AND BONUS DIFFERENCES

	Mean	Median
Pay difference	2.9 %	0.35 %
Bonus pay difference	- 12 %	- 17 %

CAUSES OF THE GENDER PAY GAP

Cabin Crew International provide Cabin Crew to our Client Airlines. In the UK, 99.5% of our employees are employed as Junior Cabin Crew and the remaining 0.5% is office-based administrative staff. Our gender pay gap is less than 2.9% and is attributed to varying operational requirements of our clients' schedules. At Cabin Crew International all Cabin Crew and Office staff are paid equal pay in line within their job role grade.

CAUSES OF THE BONUS GAP

All Cabin Crew receive a sales bonus, based on their onboard sales. Both male and female Cabin Crew have the opportunity to earn the same bonus payments. Any differences arise from individual employee sales performance. Office staff receives bonuses on the basis of their performance.

86% 

82% 

In the period to be reported, 86 % of men and 82 % of women received a bonus. All Cabin Crew across the company are eligible to receive a bonus.

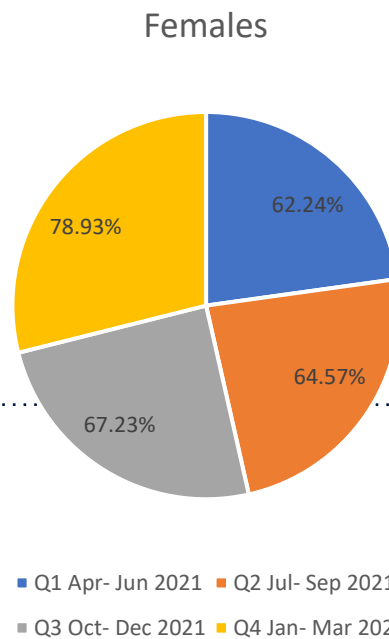


All Pay and Bonus payments to Cabin Crew & office staff are paid at exactly the same rates for Males and Females. There is no discrepancy in this regard.

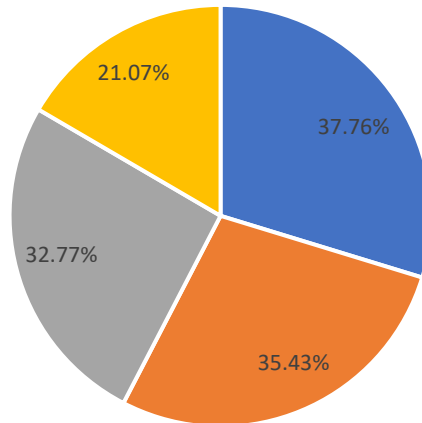
PAY QUARTILES

The gender distribution across our pay groups indicates that 80% of the Cabin Crew International workforce is made up of women. Given that the pay gap is less than 2.9 %, there is little information to be gained from the pay quartiles.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE



Males



■ Q1 Apr- Jun 2021 ■ Q2 Jul- Sep 2021 ■ Q3 Oct- Dec 2021 ■ Q4 Jan- Mar 2022

I can confirm that the reported data is accurate.

Yours sincerely,



Frank Whelan
Director