

# GENDER PAY GAP

Report 2024

*“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 2.15%. We operate a transparent remuneration structure for all our employees. When it comes to bonus pay, the gender pay gap is 0.15%, with a median of 2.15%.

### PAY AND BONUS DIFFERENCES

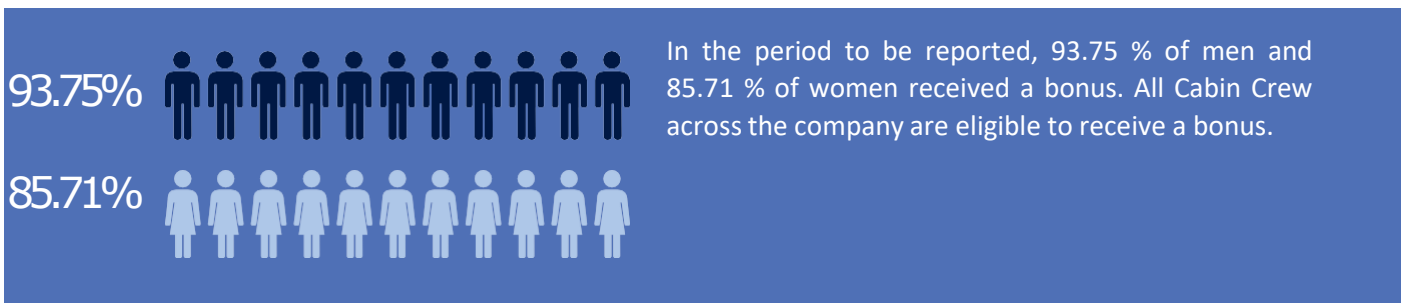
	Mean	Median
Pay difference	0.15 %	2.15%
Bonus pay difference	2.26%	2.08%

### CAUSES OF THE GENDER PAY GAP

Cabin Crew International provide Cabin Crew to our Client Airlines. In the UK, 98.8% of our employees are employed as Junior Cabin Crew and the remaining 1.2 % is office-based administrative staff. Our gender pay gap is less than 0.15% 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.



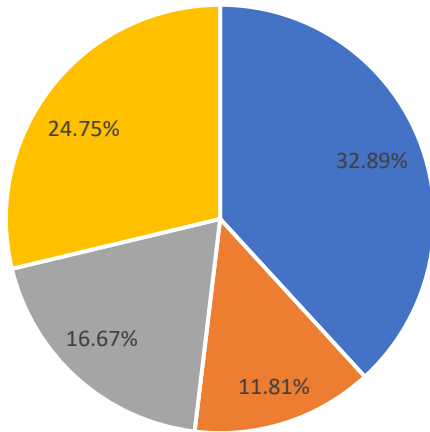
All Pay and Bonus payments to Cabin Crew & office staff are paid at exactly the same rates for Males and Females. There is no discrepancy in this regard.

### **PAY QUARTILES**

The gender distribution across our pay groups indicates that 79.84% of Cabin Crew International workforce is made up of women. Given that the pay gap is less than 1 % and all Cabin Crew pay is governed by a single CLA with employee's representatives there is little information to be gained from the pay quartiles.

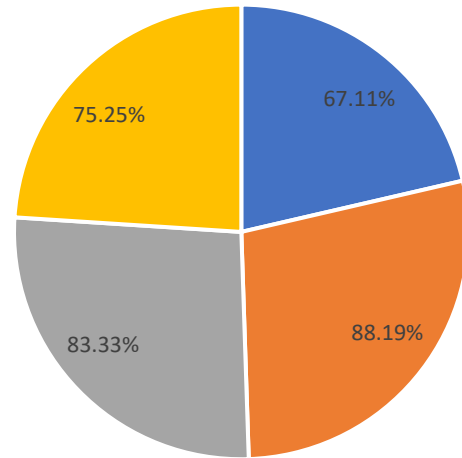
### **PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE**

Males



■ Apr 2022- Jun 2022   ■ Jul 2022- Sep 2022  
■ Oct 2022- Dec 2022   ■ Jan 2023- Mar 2023

Females



■ Apr 2022- Jun 2022   ■ Jul 2022- Sep 2022  
■ Oct 2022- Dec 2022   ■ Jan 2023- Mar 2023

I can confirm that the reported data is accurate.

Yours sincerely,



Andrew Swan  
Director