

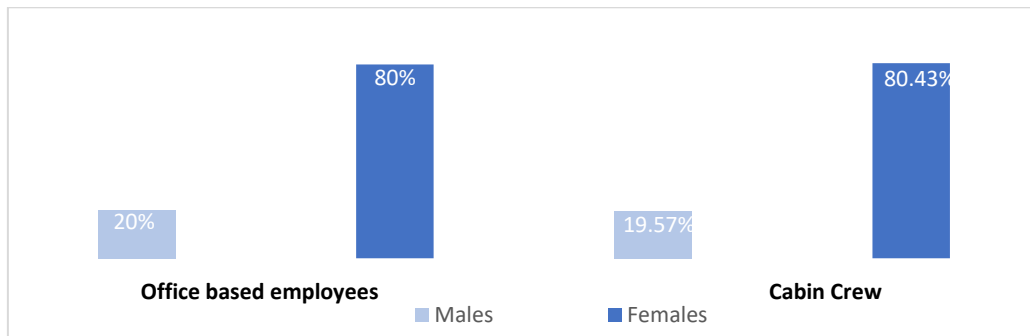
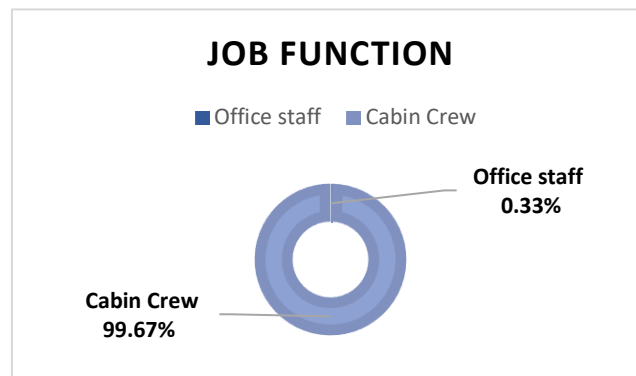
## Gender Pay Gap

*Report 2024*

Cabin Crew International is fully committed to building a workforce that reflects the diversity of our Client Airlines' customers and promoting an inclusive and collaborative culture.

### Headcount Analysis

This report is based on snapshot data as of 4<sup>th</sup> April 2024. Cabin Crew International provide Cabin Crew to our Client Airlines. As of 4<sup>th</sup> April 2024, 99.67% of our employees in the UK were employed as Cabin Crew and the remaining 0.33% were office-based administrative staff.



### Hourly Pay Gap

	Mean %	Median %
Hourly Pay Gap	-2.98	-5.53

Pay for our crew in the UK is covered by the Collective Labour Agreement (CLA) securing the same pay rates for males and females. The average pay gap of -2.98% therefore does not represent in any way unequal pay, but rather gender imbalance whereby there is a higher uptake of the cabin crew profession within the female population.

Directors: F. Whelan, A. Swan, R. Moffett

Address: Endeavour House, Coopers End Road, London Stansted Airport, UK. CM24 1AL

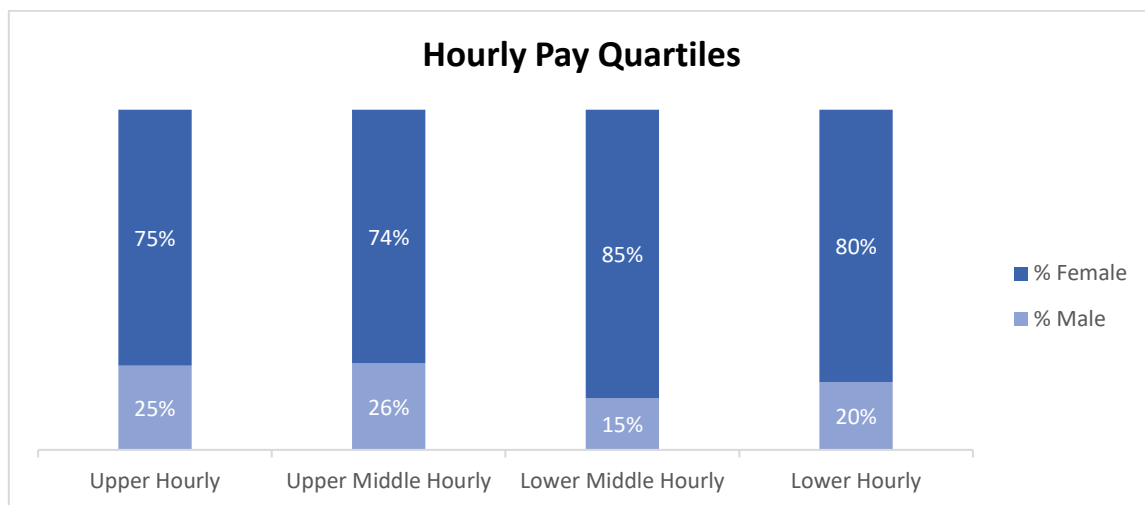
## Bonus Pay Gap

	Mean %	Median %
Bonus Pay Gap	-11.21	-27.78

All Cabin Crew and office staff are eligible for a bonus. Both male and female Cabin Crew have the equal opportunity to earn the bonus payments, and any gaps arise from employees' individual performance. No employees receive any benefits-in-kind.



## Pay Quartiles



The gender distribution in Cabin Crew International indicates that over 80% of our workforce (within cabin crew and office staff population) consists of females and that males seem to apply for the Cabin Crew profession less frequently than females. This report demonstrates that the gap is due to the gender imbalance within the cabin crew role rather than an equal pay issue.

We are committed to continue our focus on increasing the number of male cabin crew applications through our inclusive recruitment. We will continue with our recruitment campaigns to attract more males into a career in aviation.

I confirm the data reported is accurate.

Yours sincerely,



Andrew Swan  
Director.