

Gender Pay Gap

Report 2025

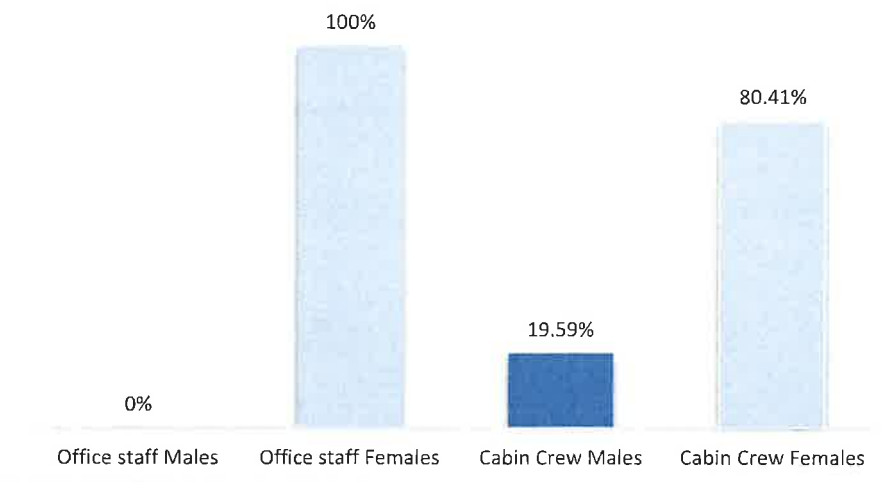
Cabin Crew International is fully committed to building a workforce that reflects the diversity and promoting an inclusive and collaborative culture.

Headcount Analysis

This report is based on snapshot data on employees as of 5th April 2025. Cabin Crew International provide Cabin Crew services to our Client Airlines. In the UK, 99.62% of our employees are Cabin Crew and the remaining 0.38% are office-based administrative staff.

JOB FUNCTION

■ Office staff ■ Cabin Crew



Hourly Pay Gap

	Mean %	Median %
Hourly Pay Gap	-5.60	6.51

Causes of the Hourly Pay Gap

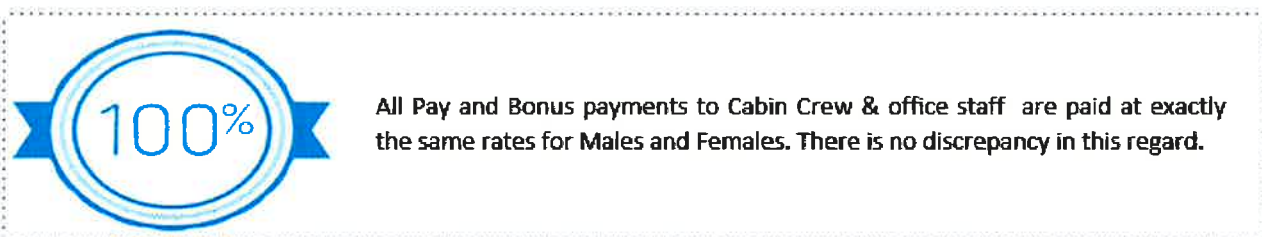
All UK cabin crew pay falls under the same Collective Labour Agreement, which sets out employment terms, conditions, and pay. Any differences in hourly pay between male and female employees are due to operational requirements at each base, including factors like air traffic and passenger load.

Bonus Pay Gap

	Mean %	Median %
Bonus Pay Gap	-1.55	-4.38

Causes of the Bonus Pay Gap

All Cabin Crew receive a sales bonus, which is based on their individual onboard sales performance. Both male and female Cabin Crew have the equal opportunity to earn the bonus payments. Any differences arise from employees' individual sales performance. Office staff receive bonuses based on their individual performance. No employees receive any benefits-in-kind.

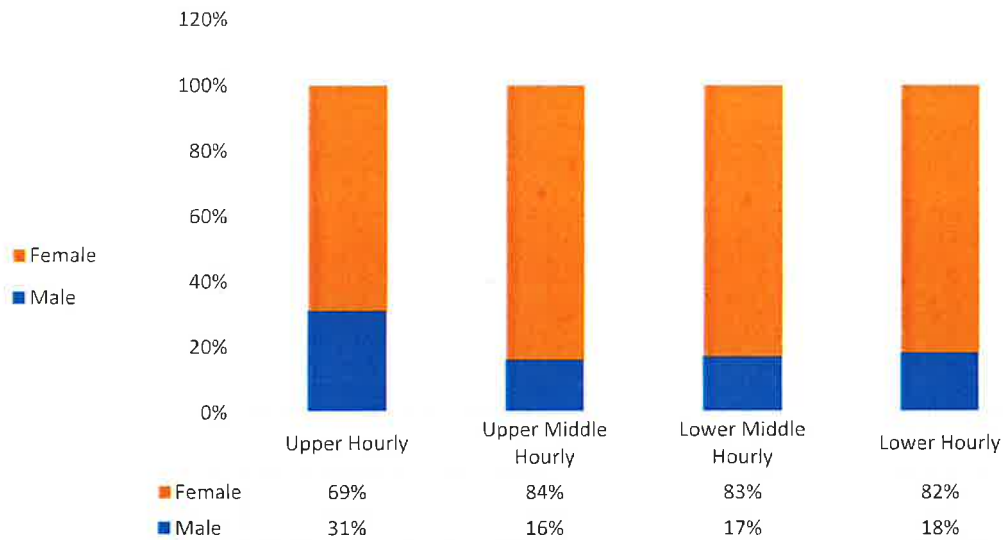


Pay Quartiles

The gender distribution in Cabin Crew International indicates that 79% of our workforce 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 to do all we can to attract more males into a career in aviation.

PAY QUARTILES



I confirm the data reported is accurate.

Yours sincerely,



Andrew Swan
Director.