

# Gender pay gap report

In line with Government reporting requirements this is the first Gender Pay Gap report produced for AirTanker Services and AirTanker Limited based upon 652 relevant employees on the 5th April 2017. As common within the aviation industry the gender pay gap is significantly influenced by the salaries and gender demographics of our aircrew and engineering departments who represent 85% of our total workforce. Salaries however for these departments and the associated roles within are collectively agreed with the basic salary and variable pay associated with them applied equally, irrespective of gender.

We remain committed to supporting a number of initiatives to ensure all aspects of diversity and inclusion are maintained. In 2016 we launched our first Aeronautical Engineering apprenticeship with both male and female apprentices represented on the programme and we continue to develop our staff to drive their careers forward with equal access to learning opportunities including a Management development programme.

### Mean gender pay gap in hourly pay

Women on average are paid 42.56% less than men at AirTanker



42.56%

### Median gender pay gap in hourly pay

Women are at median paid 41.28% less than men at AirTanker



41.28%

### Mean bonus gender pay gap

Women receive an average bonus of 84.12% less than men at AirTanker



84.12%

### Median bonus gender pay gap

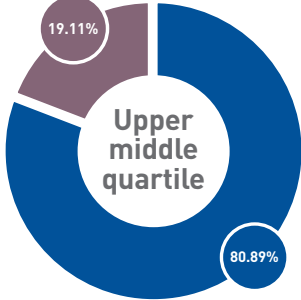
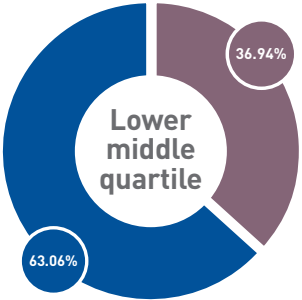
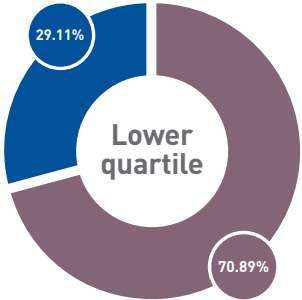
Women receive a median bonus of 62.92% less than men at AirTanker



62.92%

### Proportion of males and females in each pay quartile

● Females in quartile  
● Males in quartile



### Proportion of males and females receiving a bonus payment



84.03% 79.09%

