

AirTanker Services & AirTanker Limited

GENDER PAY GAP REPORT 2021-2022

2021-22



How is Gender Pay Calculated

MEAN PAY GAP

Mean pay gap is the difference between the average hourly rate of men and women. This is different from 'equal pay' which is the difference in pay between men and women who carry out the same, or similar roles.

MEDIAN PAY GAP

The median pay gap is the difference in pay between the median hourly rate of men and women when lined up from lowest to highest paid.

PAY QUARTILES

Quartiles are calculated by sorting all employees across the business from lowest to highest hourly rate and dividing the list into four equal sized groups. The percentage of males and females in each quartile is then calculated.

BONUS PAY GAP

The mean and median bonus gap are calculated in the same way as the pay gap, however it is based on the actual bonus paid in the year up to 5th April 2021.

SNAPSHOT DATE

The calculations are based on the snapshot date of 5 April 2021; the mean and median hourly rates of pay on the snapshot date and the bonus paid in the year up to the snapshot date.

Gender Pay Gap Report

In line with Government reporting requirements this is the Gender Pay Gap report produced for AirTanker Services and AirTanker Limited based upon 641 relevant employees on the 5th April 2021.

As common within the aviation industry the gender pay gap is significantly influenced by the salaries and gender demographics of our Ground, Aircrew and Engineering departments who represent 80% 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.

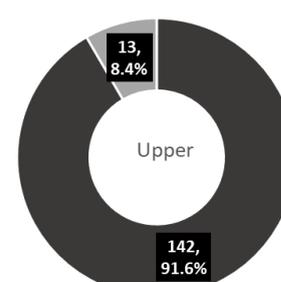
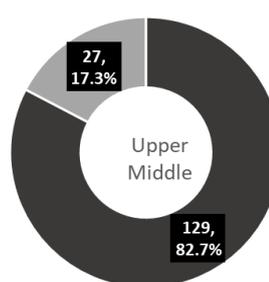
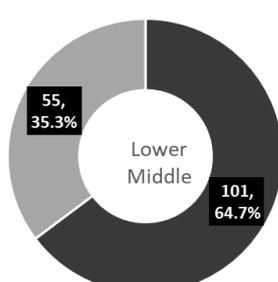
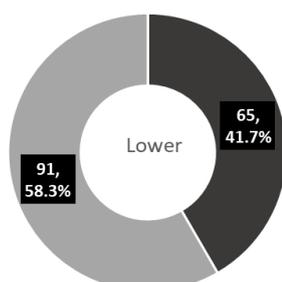
GENDER DEMOGRAPHICS	
FEMALE	MALE
30%	70%
33% in 2020	67% in 2020

GENDER PAY GAP	
Mean Pay Gap	Median Pay gap
33.8%	35.6%
In favour of Men	In favour of Men
35.9% in 2020	37.3% in 2020

Pay Quartiles for 2021–2022

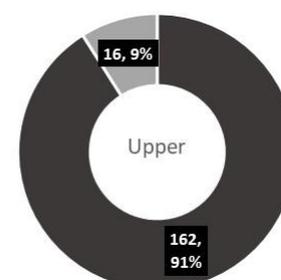
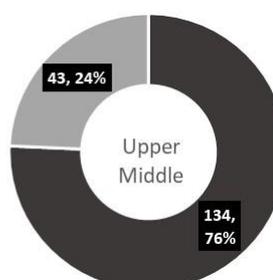
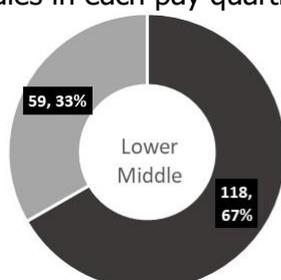
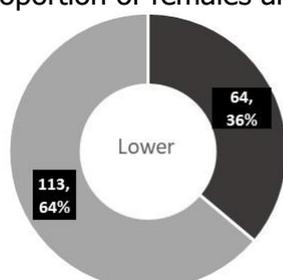
Proportion of females and males in each pay quartile

Females ●
Males ●



Pay Quartiles for 2020–2021

Proportion of females and males in each pay quartile



GENDER BONUS PAY GAP			
FEMALE	MALES	Mean Bonus Pay Gap	Median Bonus Pay gap
95.2%	98.6%	62%	39.1%
received a bonus 96.1% in 2020	received a bonus 98.1% in 2020	In favour of Men 72.9% in 2020	In favour of Men 26.5% in 2020

What is AirTanker doing to address its gender pay gap?

AirTanker recognises that our data is still not where we would want it to be and that our journey to a more equitable and balanced gender pay ratio is significant though we have taken steps this year to reduce our Gender Pay Gap. The nature of our industry and our location, although a challenge, will not be used as an excuse. 2022 will see us prioritise to our ED&I agenda and we will take a number of positive actions to continue the journey to redress both our gender ratios and our gender pay balance.

At AirTanker we strongly believe in fostering and developing equal opportunity programmes under the mantra of Equality, Diversity and Inclusion. We aim to select and promote our staff solely on merit regardless of age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. We value all of our people and understand the positive benefits a wide range of perspectives and backgrounds can bring to our business.

We are continuing to invest in our people plan for 2022/2023 in the following ways:

1. We have refreshed the descriptors of each of our Core Values to reflect the direction of the business to be a more diverse and inclusive workforce
2. Addressing the gender pay gap, addressing gender balance is a core business objective for 2022.
3. We will continue to employ the best people for the roles that we have available, while ensuring that we continue to be an equal opportunities employer. AirTanker are partnered with Vercida, the UK's largest inclusivity-focused careers site reinforcing our commitment to reach out to a wider and more diverse pool of candidates.
4. A targeted recruitment campaign will be launched to ensure we attract, recruit and retain female employees from diverse backgrounds. Training on fair recruitment, using inclusive language in our advertisements and job description and blind recruitment will be instrumental for this initiative.
5. Working with our internal Diversity and Inclusion Steering Committee (DISC), 2022 will see us launch a number of company-wide objectives focused on actively rebalancing our gender ratios.
6. The Women's Business Network will be launched to foster excellence in women by; prioritising the development of female talent across the business to provide support to women at AirTanker with the aim to remove barriers and improve working conditions and attracting and retaining new women.
7. We have hired a new Wellbeing and Inclusion Manager, Carolyne Newall, who joined us January 2022.

8. Continuing our work with our Reward Partner 'Innecto' during 2022/2023 will make sure there is equity and parity in all aspects of our pay and reward.
9. The implementation of our new policies around working practices will help to guide fair ways of working in our new hybrid working environment thereby making us more attractive to a broader pool of candidates.
10. To promote "one team", a formal and structured sponsorship and reverse mentoring programmes will run for 12 months to educate, empower and transform the organisation to take action in retaining women staff through creating a cohort whereby both sponsorship and protégé will work in partnership, and to develop clear career goals that will enable women to realise their full potential.
11. Allyship programmes will also be introduced to ensure we have champions across the business who are educated, connected and take actionable steps to ensure we develop a culture and behaviours where women employees are advocated for and championed and thus, creating a great place to work for both men and women.

I, Jim Plumstead, Director of People & Culture, confirm the data reported is accurate and the figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jim Plumstead
Director of People & Culture
AirTanker Services Ltd