

# 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 710 relevant employees on the 5th April 2018. 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. We continue to recruit a talented and diverse workforce and have recently welcomed the appointment of three new female pilots to the company. We have a robust talent and development programme for our staff with equal learning opportunities in order to drive forward careers and aspirations.

## Mean gender pay gap in hourly pay

Women on average are paid **33.89%** less than men at AirTanker



33.89%

## Median gender pay gap in hourly pay

Women are at median paid **28.61%** less than men at AirTanker



28.61%

## Mean bonus gender pay gap

Women receive an average bonus of **81.93%** less than men at AirTanker



81.93%

## Median bonus gender pay gap

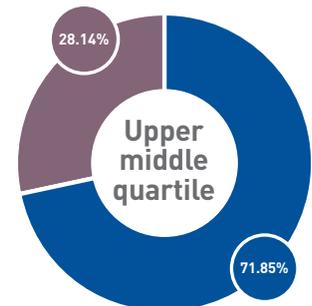
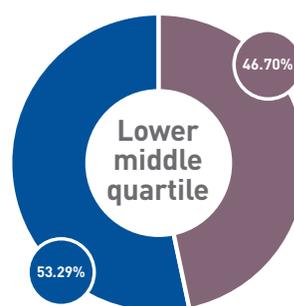
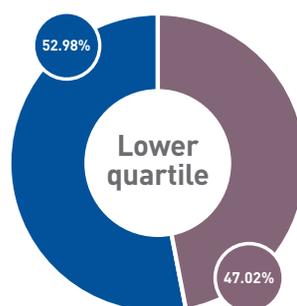
Women receive a median bonus of **55.14%** less than men at AirTanker



55.14%

## Proportion of males and females in each pay quartile

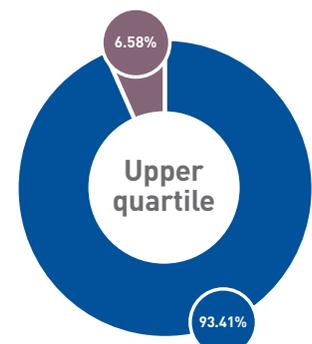
● Females in quartile  
● Males in quartile



## Proportion of males and females receiving a bonus payment



87.79% 81.07%



April 2019