

# **AirTanker Services & AirTanker Limited**

## **GENDER PAY GAP REPORT 2020-2021**

2020-21



# 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 2020.

## SNAPSHOT DATE

The calculations are based on the snapshot date of 5 April 2020; 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 709 relevant employees on the 5th April 2020.

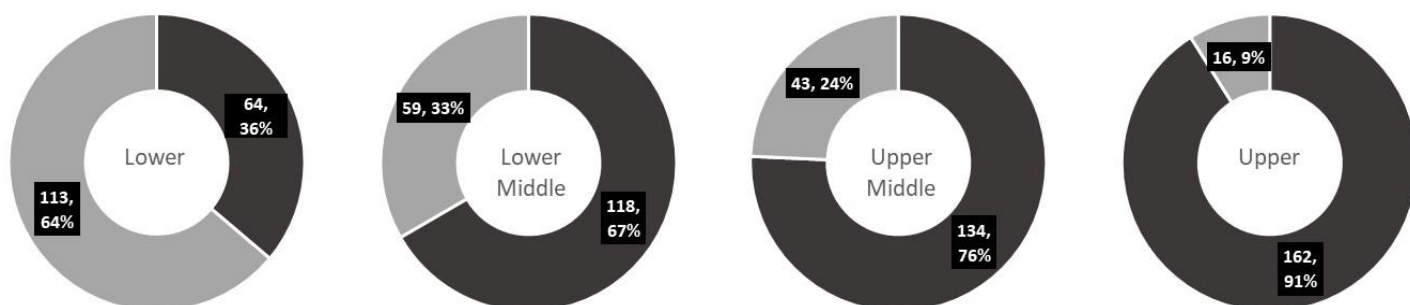
As common within the aviation industry the gender pay gap is significantly influenced by the salaries and gender demographics of our Ground, Aircrew and Engineering departments who represent 81% of our total workforce. Salaries however for these departments and the associated roles within are collectively agreed with the basic salary and variable pay associated with them applied equally, irrespective of gender.

GENDER DEMOGRAPHICS	
FEMALE	MALE
<b>33%</b>	<b>67%</b>
32% in 2019	68% in 2019

GENDER PAY GAP	
Mean Pay Gap	Media Pay gap
<b>35.9%</b>	<b>37.3%</b>
In favour of Men	In favour of Men
38% in 2019	38.3% in 2019

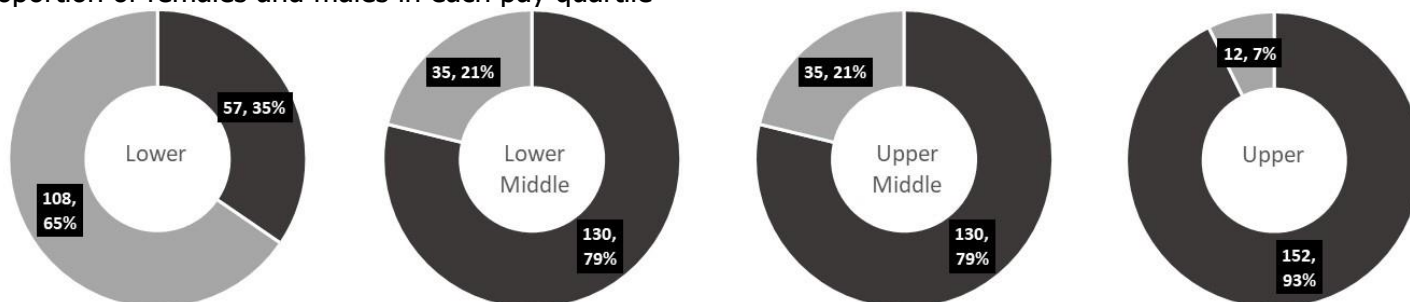
## Pay Quartiles for 2020–2021

Proportion of females and males in each pay quartile



## Pay Quartiles for 2019–2020

Proportion of females and males in each pay quartile



GENDER BONUS PAY GAP			
FEMALE	MALES	Mean Bonus Pay Gap	Median Bonus Pay gap
<b>96.1%</b>	<b>98.1%</b>	<b>72.9%</b>	<b>26.5%</b>
received a bonus	received a bonus	In favour of <b>Men</b>	In favour of <b>Men</b>
99.1% in 2019	96.6% in 2019	83.4% in 2019	0% in 2019

# What is AirTanker doing to address its gender pay gap?

AirTanker recognises that our data is not where we would want it to be and that our journey to a more equitable and balanced gender pay ratio is significant. The nature of our industry and our location, although a challenge, must not be used as an excuse. To that end 2022 will be our year where we prioritise our ED&I agenda and take a number of positive actions to start 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 2021/2022 in the following ways:

- 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. 2021 saw us partner 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.
- We will continue to apply our recruitment strategy which promotes our roles as widely as possible externally, encourages internal promotion, and uses skills-based assessment to select the best people for our roles.
- 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.
- Working with our Reward Partner 'Innecto' during 2021/2022 will make sure there is equity and parity in all aspects of our pay and reward.
- 2020 saw AirTanker join the 30% Club; working actively to increase our gender diversity at senior management level.
- We will deliver company-wide unconscious bias training to the Board, senior management, and all employees, to ensure that our decisions in respect of recruitment, pay, development and career progression are fair and free from any subliminal bias.
- 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
- We have committed to clearer career pathways.

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**

