

**AirTanker Services &
AirTanker Limited**

**GENDER PAY GAP REPORT
2023-2024**

2023-24



How is Gender Pay Calculated

MEAN PAY GAP

Mean pay gap is the difference between the mean 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 5 April 2023.

SNAPSHOT DATE

The calculations are based on the snapshot date of 5 April 2023; 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 711 relevant employees on 5 April 2023.

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 represented 83.5% of our total workforce in 2023. 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.

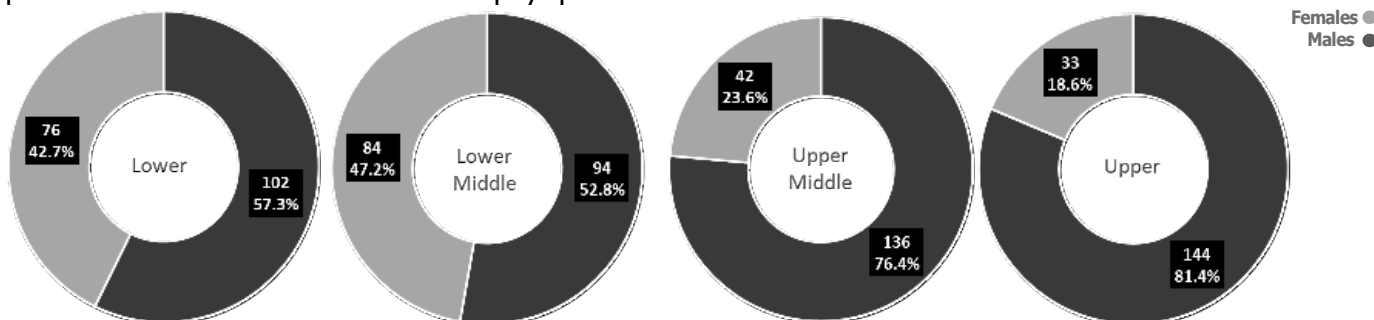
AirTanker are in a position to report that our mean and median Gender Pay Gap has shrunk again over the last reporting year, and we have seen a positive increase within our overall gender demographics. This means both the Mean and Median have trended in the right direction for the past 4 years; small incremental changes but none the less it all reflects a positive direction, even more so as we see more females joining AirTanker.

GENDER DEMOGRAPHICS	
FEMALE ↑ 33.5% 30% in 2022	MALE ↓ 66.5% 70% in 2022

GENDER PAY GAP	
Mean Pay Gap ↓ 25.9% In favour of Men 31% in 2022	Median Pay gap ↓ 25.6% In favour of Men 32.6% in 2022

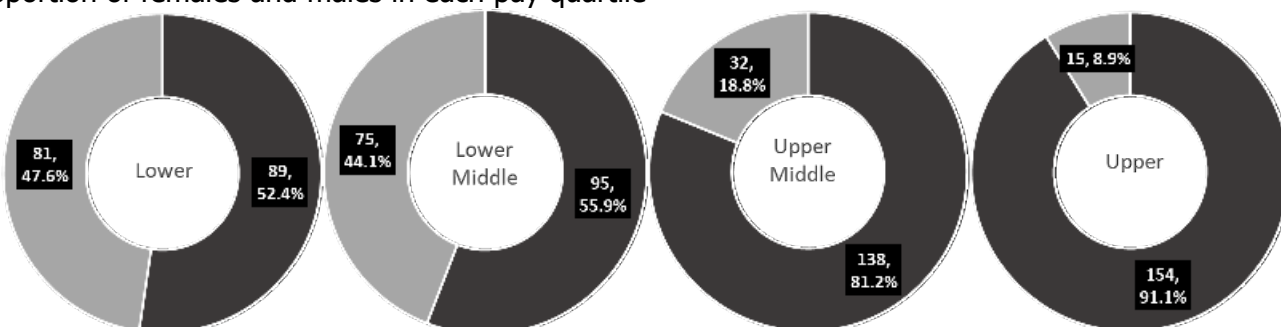
Pay Quartiles for 2023–2024

Proportion of females and males in each pay quartile



Pay Quartiles for 2022–2023

Proportion of females and males in each pay quartile



2023-24

Bonus Pay Gap

All employees at AirTanker are eligible for our discretionary bonus scheme which runs from January to December, paid in March the following year. The female / male split remains a constant due to the disproportionate representation of senior male positions in upper management.

GENDER BONUS PAY GAP			
FEMALE	MALES	Mean Bonus Pay Gap	Median Bonus Pay gap
<p>↑ 95.3% received a bonus 92.6% in 2022</p>	<p>↑ 95.6% received a bonus 92.6% in 2022</p>	<p>↓ 61.4% In favour of <u>Men</u> 67.2% in 2022</p>	<p>↓ 35.8% In favour of <u>Men</u> 54.3% in 2022</p>

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What is AirTanker doing to address its Gender Pay Gap?

AirTanker recognises that our data, while improving, is still progressing towards a more equitable and balanced gender pay ratio and that the nature of our industry and our geographical location, present a challenge. However, we commit to research, review, and implement positive initiatives and practices to address our gender ratios and gender pay imbalance.

AirTanker have committed to develop and implement company objectives that recognise and reflect the importance of Equity, Diversity, and Inclusion and 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 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 2024/2025 in the following ways:

1. Our Business Strategy puts Environmental Social and Governance (ESG) and Wellbeing and Inclusion at the core of what we do to create a sustainable and equitable workforce.
2. We employ a dedicated Wellbeing & Inclusion (W&I) Lead who's committed to working with, and supporting, our employees, support network groups, and partners to address Gender Disparity.
3. The W&I lead aims to embed inclusion into all aspects of AirTanker; use robust reliable data to determine W&I activities, to influence how we attract, retain, and develop a diverse workforce, providing evidence of progress and action.
4. Continuing our work with our Reward Partner 'Innecto' to ensure there is equity and parity in all aspects of our pay and reward.
5. Through a continuous improvement lens, actively review our marketing strategy ensuring our ED&I and progressive employer initiatives are communicated so we are recognised as an equal opportunity's employer.
6. Taking further steps to address gender equity, we are proud to be a Franklin Partner of Women in Defence, helping to accelerate Gender Equity within Defence.
7. Working with Moving Ahead we are part of The 30% Club, a cross-company mentoring programme, learning from the experiences of others.
8. We recently introduced the RISE development programme to our employees offering, specifically designed to empower and inspire women in realising their true potential.

9. In 2024 we aim to research and partner with the Women in Engineering Society and Women in Aviation International furthering a collaborative approach in providing the most effective support to our community.
10. As part of AirTanker's continuing commitment to gender equality and supporting women, our Women's Staff Network has been re-formed. The Women's Network will foster excellence in women by, prioritising the development of female talent across the business and attracting and retaining new women. The Women's Network is underpinned by a shared passion for raising the profile of women at AirTanker, female empowerment, and creating a supportive, inspirational, and motivational space for female staff at all stages of their careers.

In addition to creating a long-term strategy, The Women's Network will:

1. **Promote:** campaigns that drive meaningful change and provide a platform for the voice and views of women to be represented
2. **Inspire:** organise talks and events to inspire women and help career development and fulfilment
3. **Support:** create a safe space for female staff to get together to discuss and share experiences and interests of working at Airtanker in a supportive environment
4. **Empower:** empower members to participate in meaningful change across the business

I, Mark Alexander, Chief Executive Officer, 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.



Mark Alexander
Chief Executive Officer
AirTanker Services Ltd