



# Gender Pay Gap



# AIR BUSINESS

## FOREWORD BY ADAM SHERMAN, AIR BUSINESS GROUP MANAGING DIRECTOR

At Air Business, we live by the three core values of integrity, accountability and accessibility. In light of these values, I very much welcome the opportunity to share our gender pay report and fully support the government's attempts to make businesses take more pro-active steps to narrow the UK's gender pay gap.

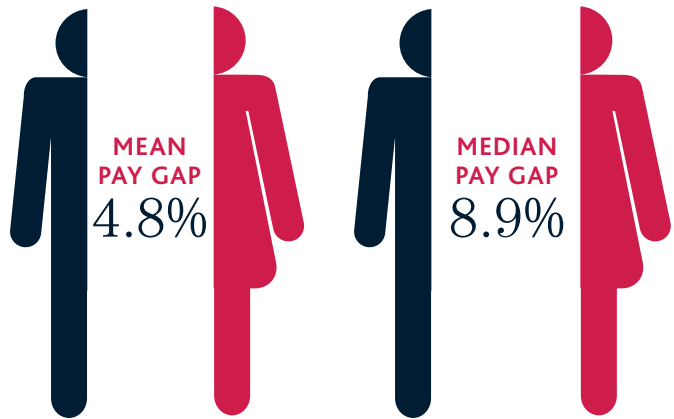
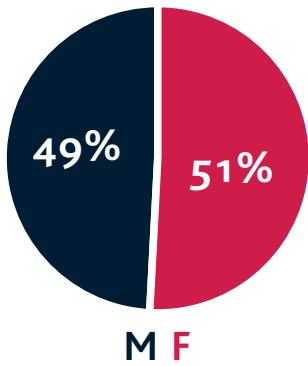
I am incredibly proud to share that Air Business' current gender split is well above our industry average, with an almost even split between male (49%) and female (51%) employees. Additionally, I believe it is very encouraging that our mean gender pay gap figure of 4.8% is well below the UK economy benchmark figure of 18.1%.

I do acknowledge that there is greater work to be done throughout Air Business to reduce the gender pay gap further within the individual quartiles of the company. We are fully committed to this and are implementing practical steps to achieve this through development and succession planning with our employees to ensure rewarding career paths for everyone.

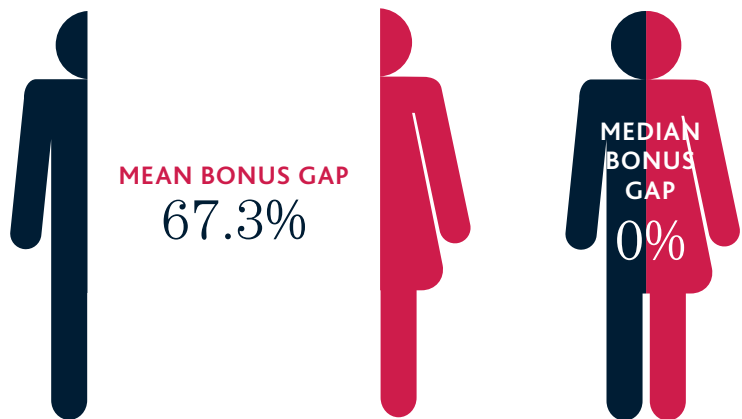
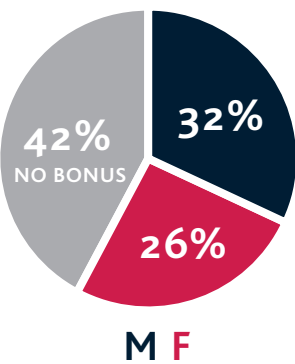
I can confirm that all the data within this report is accurate and calculated in accordance with legislative requirements for the snapshot date of 5th April 2017.

Adam Sherman  
Group Managing Director, Air Business

### MALE TO FEMALE SPLIT THROUGHOUT WHOLE COMPANY

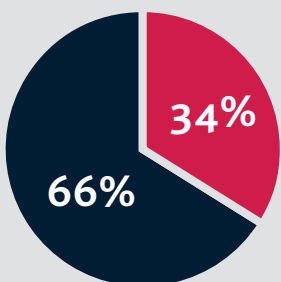


### MALE TO FEMALE BONUS SPLIT THROUGHOUT WHOLE COMPANY

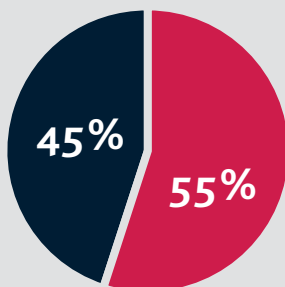


### MALE TO FEMALE SPLIT FOR INDIVIDUAL QUARTILES

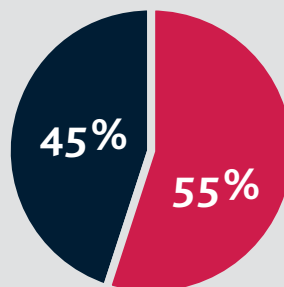
#### UPPER QUARTILE



#### UPPER MIDDLE QUARTILE



#### LOWER MIDDLE QUARTILE



#### LOWER QUARTILE

