

Gender Pay Gap

Gender Pay Gap Analysis | Air Business 2024

At Air Business, we remain committed to advancing our approach to Equality, Diversity, and Inclusion (ED&I). Our annual reporting plays a crucial role in assessing how decisions around recruitment, compensation, and career development shape our efforts to create a diverse and inclusive workplace.

It's essential to clarify the difference between the gender pay gap and equal pay. The gender pay gap measures the percentage difference in average hourly earnings between men and women across the entire workforce. In contrast, equal pay focuses on ensuring that men and women are compensated equally when performing the same or equivalent roles.



Gender Pay Gap

While our entry level roles show a fairly equal gender split, female representation decreases as you ascend the hierarchy. This underrepresentation in senior management plays a significant role in the gender pay gap, as these positions typically offer higher salaries. In the lower quartiles, where men and women are equally represented, the pay gap is minimal. Our focus, however, is on the upper quartiles, where gender representation has a greater impact on the gap.

Bonus

The higher proportion of men receiving bonuses is due to their increased representation in senior management positions, which statistically influences the gender gap in bonus distribution.

Our Commitment

We acknowledge that there is ongoing work to be done in terms of equality, diversity, and inclusion in addressing our gender pay gap. We remain committed to taking meaningful action. Below are some of the steps we are taking:

- **Recruitment and Selection:** We are addressing bias in recruitment to improve female representation, particularly in senior roles, while ensuring the required skills align with the hire.
- **Development and Empowerment:** We are ensuring that women in our business feel empowered to access the development tools and training opportunities available to them.
- **Flexible Working:** We continue to support flexible working arrangements, including working hours and job shares, to accommodate diverse needs. Something predominantly taken up by women.
- **Family Leave Support:** Women approaching, taking, and returning from periods of family leave are continued to be supported to feel valued and empowered in balancing their family commitments with their career aspirations.
- **Succession Planning:** We are committed to preparing our female colleagues for future senior management roles as part of our focus on long-term succession planning.

I confirm that all the data within this report is accurate and calculated in accordance with legislative requirements for the snapshot date.

Sarah Manlow

Chief People & Sustainability Officer