

GENDER PAY GAP

REPORT 2017

“Crewlink are fully committed to building a workforce that reflects the diversity of our Client Airlines customers and to promote an inclusive and collaborative culture”.

Judy Byrne HR Director

Crewlink have a median gender pay gap of - 3 %. This is significantly better than the current national median average of 18.1 %. We operate a transparent remuneration structure for all Cabin Crew whom we employ.

When it comes to bonus pay, the gender pay gap is 16 %, with a median of 8%.

PAY AND BONUS DIFFERENCES

	Mean	Median
Hourly pay difference	9%	-3%
Bonus pay difference	16 %	8%

CAUSES OF THE GENDER PAY GAP

Crewlink Provide Cabin Crew and Pilots to our Client Airlines. In the UK 99% of our employees are employed as Junior Cabin Crew. The remaining employees are Pilots which traditionally, has been a male dominated profession.

Our gender pay gap is largely attributable to the fact that the majority of our female employees are employed as Cabin Crew, rather than an equal pay issue.

At Crewlink all Cabin Crew and Pilots equal pay within their grade. When pilots are excluded from the calculations, the pay mean difference -11%.

CAUSES OF THE BONUS GAP

All Cabin Crew receive a sales bonus, based on their onboard sales. Both male and female Cabin Crew have the opportunity to earn the same bonus payments. Pilots at Captain level receive productivity bonus. As the small number of Captains whom we employ are all male, all bonus gaps are attributable to this fact as oppose to an equal pay issue.



In the period to be reported, 86% of men and 82% of women received a bonus. All Cabin Crew and Captains across the company are eligible to receive a bonus. As Cabin Crew Sales Bonuses are paid in arrears, employees who commenced work in February & March 2017 would not have received any bonus in the Period.

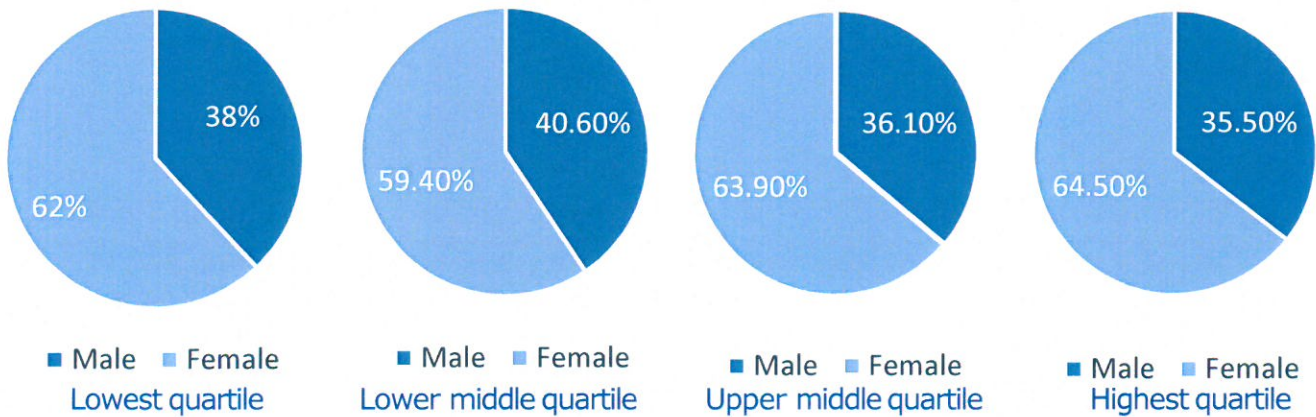


All Pay and Bonus payments to Cabin Crew and Pilots are paid at exactly the same rates for males and Females.

PAY QUARTILES

The gender distribution across our pay groups indicates that 62% of the Crewlink workforce is made up of women and that there are more men than women employed as pilots. This suggests that the gaps reflect the fact that there are fewer women in these roles, rather than an equal pay issue.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE



HOW WE ARE ADDRESSING THESE DIFFERENCES

Crewlink continually review the way we work including our policies, procedures and in particular our recruitment and remuneration policies in order to ensure that we recruit and remunerate employees based on their positions and performance within the company.

I confirm the data reported is accurate.

Judy Byrne
 Director
 Crewlink Ireland Limited