

We have produced our Gender Pay Gap Report based on a snapshot date of 5 April 2023.

# GENDER PAY GAP 2023

## JET2.COM AND JET2HOLIDAYS

**We take people on holiday! As a leading leisure airline, we are proud to be the UK's largest tour operator and the third largest registered airline.**

**The delivery of a consistently great service is at the core of the Jet2.com and Jet2holidays brand values. Our continued success is thanks to the dedication, commitment and hard work of all of our Colleagues – they are at the heart of everything we do, and we believe they are our greatest asset!**

**Offering our award-winning teams fair and equitable pay is non-negotiable and we have continued to support all of our colleagues, including the provision of a generous salary which since 2022 has shown a compounded increase of over 24% (up to April 2024). As always, we ensured the increases were the same for all colleagues regardless of their role, gender or any other status.**

We currently employ over 13,000 colleagues across the UK who help deliver a friendly and trustworthy experience to both **Jet2.com** and **Jet2holidays** customers. However, as per the guidelines, we have only analysed the snapshot data and this report is based on 10,289 of those colleagues.

In April 2022 we welcomed all of our colleagues back into the workplace as the industry fully reopened after two years of travel restrictions enforced by the Government. The pent-up demand for overseas holidays and travel enabled us to grow and we were able to recruit a high number of colleagues into April 2023 to meet the future demands of our customers who were keen to enjoy our award-winning service onboard our flights and on their well-earned **Jet2holiday**.

In this year's submission the overall median gender pay gap for our **Jet2holidays** colleagues was **7.46%**. Our **Jet2holidays** business is significantly below the national average median gender pay gap of 14.3%\* and 75% of our colleagues are female - this is reflected in

our Senior Management Team with an increase of 5.2% of females in the top quartile of pay since the previous year, this has been achieved with external hires and our continued commitment to internal development and progression.

Our median pay gap is at **31.9%** for **Jet.com** and whilst it remains higher than the national gender pay gap average, it is reflective of the aviation industry. It is very important to recognise that there is a national shortage of females in the airline pilots, engineers and ground operations who are a large proportion of this workforce. We were pleased to see a 4% increase in the top quartile of pay for females since the previous year.

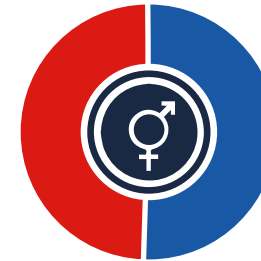
Our professional services colleagues in IT and finance who are regarded within Science, Technology, Engineering and Mathematics (STEM) are also based within **Jet2.com**. It is important to acknowledge that there are gender bias challenges with STEM roles.

We continue to enhance our apprenticeship and graduate offerings as well as offering more flexible opportunities. Our visits to local schools and colleges near to our operational facilities to promote and attract young females is still a priority to combat the gender bias within these roles.

**There was a 53.6% increase in the number of females across Jet2.com and Jet2holidays between 2022 and 2023, compared to a 24.4% increase in the number of males.**

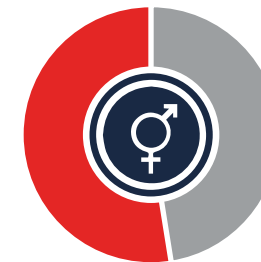
We are confident that our gender pay gap is not an equal pay issue and it is important to recognise that at **Jet2.com** and **Jet2holidays** our colleague pay depends solely on the role they perform – regardless of gender. However, we do strive to do more and are committed to further reducing our gender pay gaps by encouraging a balanced gender mix into roles that are typically underrepresented within the industry.

GENDER SPLIT  
JET2.COM AND JET2HOLIDAYS



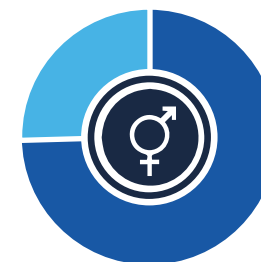
■ Male (49.6% split)  
■ Female (50.4% split)

GENDER SPLIT  
JET2.COM



■ Male (53.0%)  
■ Female (47.0%)

GENDER SPLIT  
JET2HOLIDAYS



■ Male (25.4%)  
■ Female (74.6%)

Data taken as a snapshot of 5th April 2023

\*Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>

# GENDER PAY & BONUS GAP

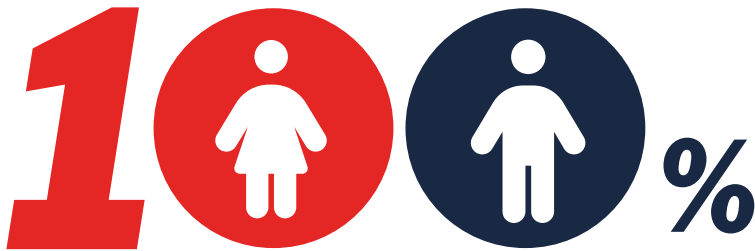
Difference Between Male & Female UK Colleagues

Jet2.com Friendly low fares	Mean Average	Median (Centre point)
Gender Pay Gap	47.16%	31.91%
Gender Bonus Gap	10.50%	7.47%



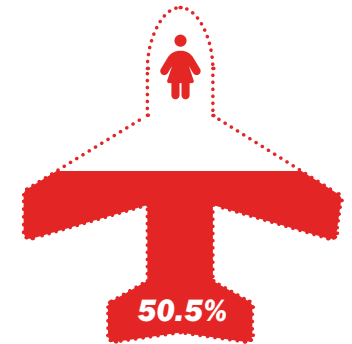
Jet2.com Friendly low fares	2017	2018	2019	2020	2021	2022	2023
Pay - Mean	53.50%	50.70%	46.56%	41.21%	27.80%	44.10%	47.16%

Basic salary of Female  
Pilots, Engineers and Cabin Crew is



of that of their Male Equivalents

Proportion of Male &  
Female UK Colleagues  
Receiving Bonus Pay




Proportion of Male & Female  
UK Colleagues According to  
Quartile Pay Bands

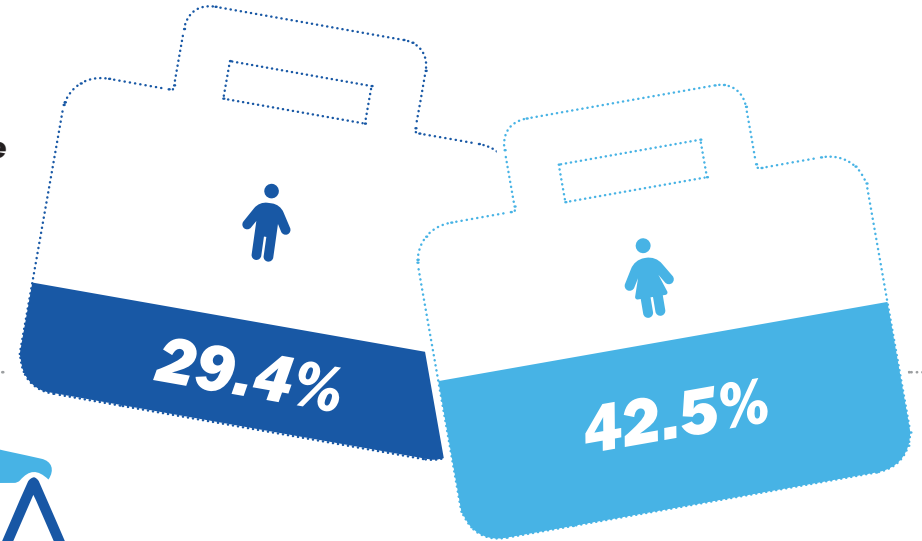


# GENDER PAY & BONUS GAP

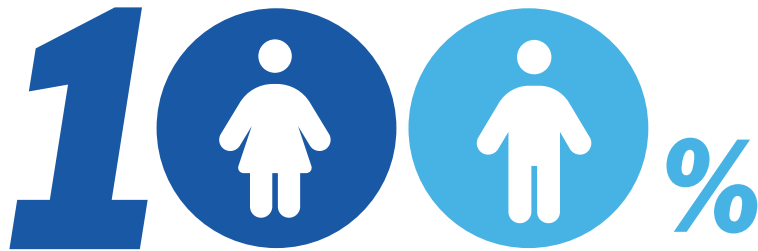
## Difference Between Male & Female UK Colleagues

 <b>Jet2holidays</b> Package holidays you can trust	Mean Average	Median (Centre point)
<b>Gender Pay Gap</b>	<b>21.99%</b>	<b>7.46%</b>
<b>Gender Bonus Gap</b>	<b>14.17%</b>	<b>9.52%</b>

## Proportion of Male & Female UK Colleagues Receiving Bonus Pay




## Female Travel Advisors, Data Control and Customer Service basic salary is

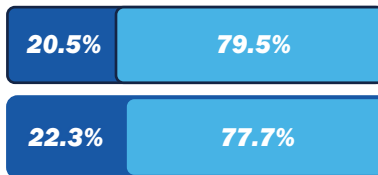


of that of their Male Equivalents



 <b>Jet2holidays</b> Package holidays you can trust	2017	2018	2019	2020	2021	2022	2023
<b>Pay - Mean</b>	<b>20.40%</b>	<b>15.70%</b>	<b>15.29%</b>	<b>19.70%</b>	<b>23.00%</b>	<b>20.60%</b>	<b>21.99%</b>

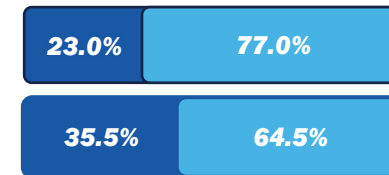
## Proportion of Male & Female UK Colleagues According to Quartile Pay Bands



Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

# PROGRESSING OUR GENDER PAY GAP

Our pay structure is completely gender-neutral and many areas of the business have pay scale roles which includes pilots and engineers and ground operations. However, we are committed to continuing to close our gender pay gap.

**Jet2holidays** is significantly below the median gender pay gap nationally and we expect to maintain this. As the UK's largest tour operator there are less STEM roles that adversely impact the pay gaps and it is a true reflection of our attitude and culture towards pay.

**Jet2.com** is reflective of the airline industry and we continually strive to encourage and attract new colleagues into what are STEM roles to influence our gender balance. Our Pilots, Engineering and Information Technology departments are affected by the global issue of fewer women working in these areas. In addition, these areas also encompass the higher paid technical roles that are critical to our business.

Overall, there are just over a quarter of females in the UK workforce within STEM roles\*\* and only 5.8% of Pilots\*\*\* globally are females. Whilst we strive to improve, it is important to note that these areas do impact the gender imbalance within certain areas of our business.

We have also established a Women in Tech forum to focus and promote the females within our IT and Digital departments. We are also investing in more promotional and recruitment publications to target females within STEM to attract new talent into the business.

We are committed to continue to empower and encourage our Colleagues by providing a diverse and fair working environment that inspires existing colleagues and attracts others to join us.

I confirm that the data reported is accurate.



**Miriam D'souli**  
HR Director **Jet2.com** and **Jet2holidays**

\*\*Source: <https://www.womenintech.co.uk/small-amount-of-women-in-stem>

\*\*\*Source: <https://isa21.org/our-mission/>

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Friendly low fares®

**Jet2holidays**®  
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