

GENDER PAY GAP 2017

At Jet2.com and Jet2holidays we recognise that a diverse workforce enables us to provide a richer and more fulfilling working environment for all colleagues irrespective of gender or any other aspect of diversity.


Jet2.com and Jet2holidays, believe in a culture that promotes diversity and equal opportunity for all colleagues. We recognise the benefits of a diverse workforce to ensure we attract and retain the best people for the job, supporting and delivering high performance and increasing the Company's reputation within the wider community and industry.

The figures within this report are based on the snapshot date of 5th April 2017. On this date 53.3% of colleagues were male and 46.7% were female.



Under new laws, all employers in the UK with 250 or more employees must now report figures based on statutory calculations. The Gender Pay report for Jet2.com and Jet2holidays provides a snapshot view of the gender balance and aims to capture the gap in earnings of all colleagues irrespective of their role, department or seniority.

**BASIC SALARY OF FEMALE PILOTS,
ENGINEERS AND CABIN CREW IS**

1   **%**

OF THAT OF THEIR MALE EQUIVALENTS

Gender Pay & Bonus Gap

Difference Between Male & Female UK Employees

| Jet2.com Friendly low fares | Mean Average | Median (Centre point) |
|---------------------------------------|------------------------|---------------------------------|
| Gender Pay Gap | 53.5% | 49.7% |
| Gender Bonus Gap | 59.3% | 35.0% |

| Jet2holidays Package holidays you can trust | Mean Average | Median (Centre point) |
|---|------------------------|---------------------------------|
| Gender Pay Gap | 20.4% | 9.4% |
| Gender Bonus Gap | 15.3% | 12.2% |

The higher gender pay and bonus gaps within **Jet2.com** (our Leisure Airline) are heavily influenced by the salaries and gender of its Pilot and Engineering teams who earn relatively high salaries compared to other **Jet2.com** colleagues, and the large number of Cabin Crew colleagues who are traditionally female and on a lower pay scale.

Within **Jet2holidays** the gender split is more equal throughout the different business areas and levels of position and there are a significant number of senior female colleagues.

We have recently announced that from April 2018, we will share 5% of profit under a Discretionary Colleague Profit Sharing Scheme. This Scheme is intended to reward all eligible colleagues who do not already participate in a performance related bonus or commission scheme.

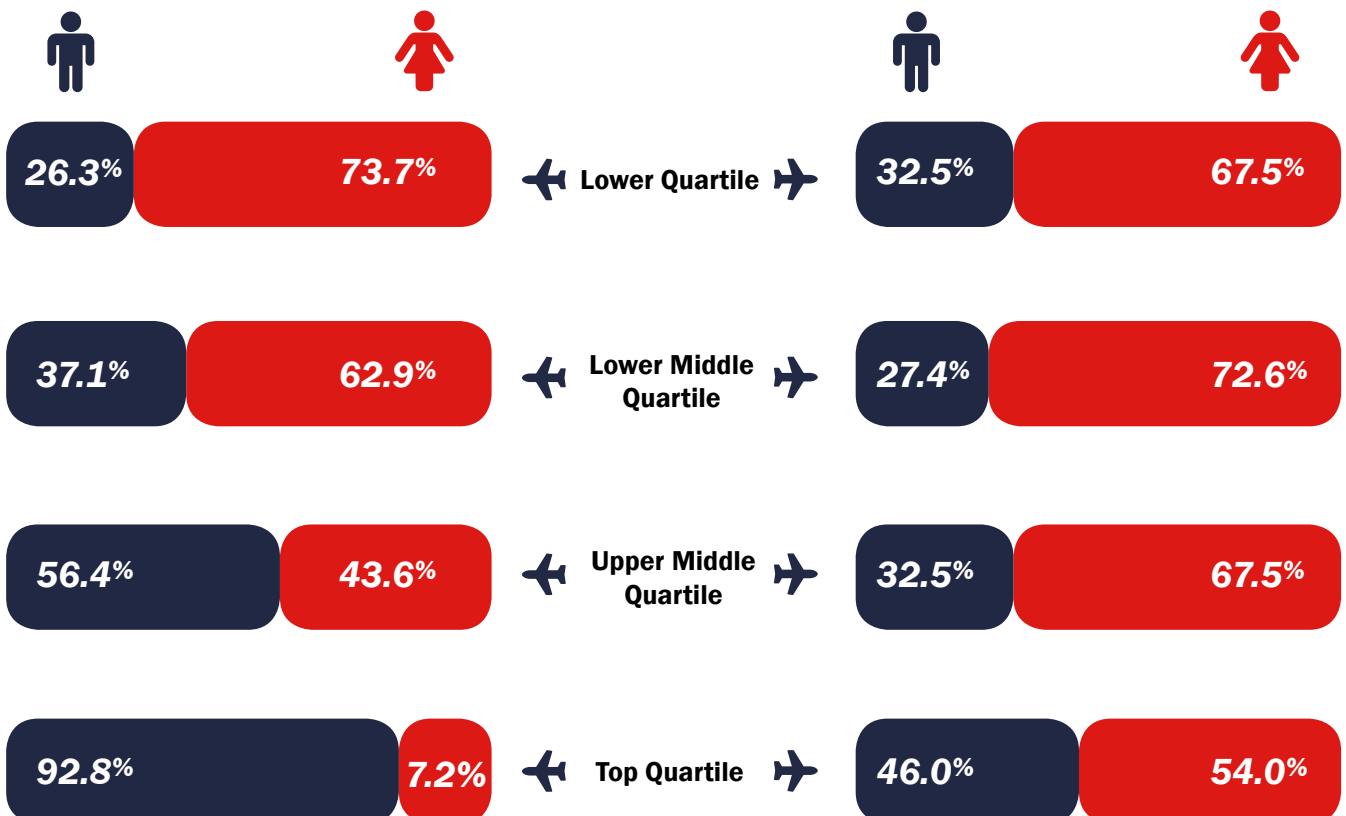
We are working across both **Jet2.com** and **Jet2holidays** to continue to focus on female representation at a senior level through our talent and succession programmes.

See pay quartile information ▼

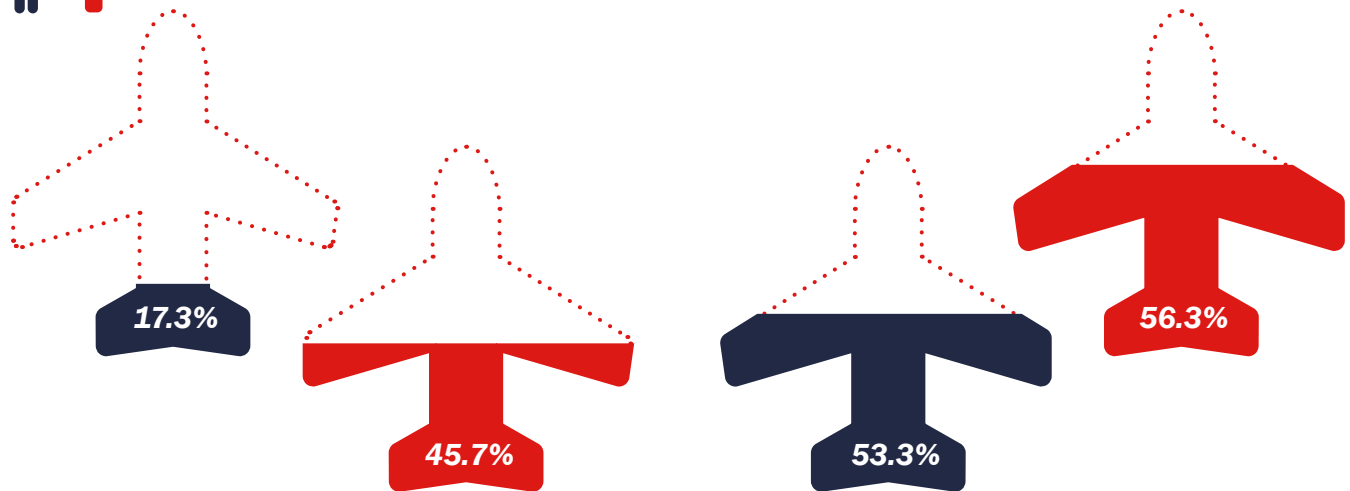
Proportion of Male & Female UK Employees According to Quartile Pay Bands

Jet2.com
Friendly low fares

Jet2holidays
Package holidays you can trust



Proportion of Male & Female UK Employees Receiving Bonus Pay



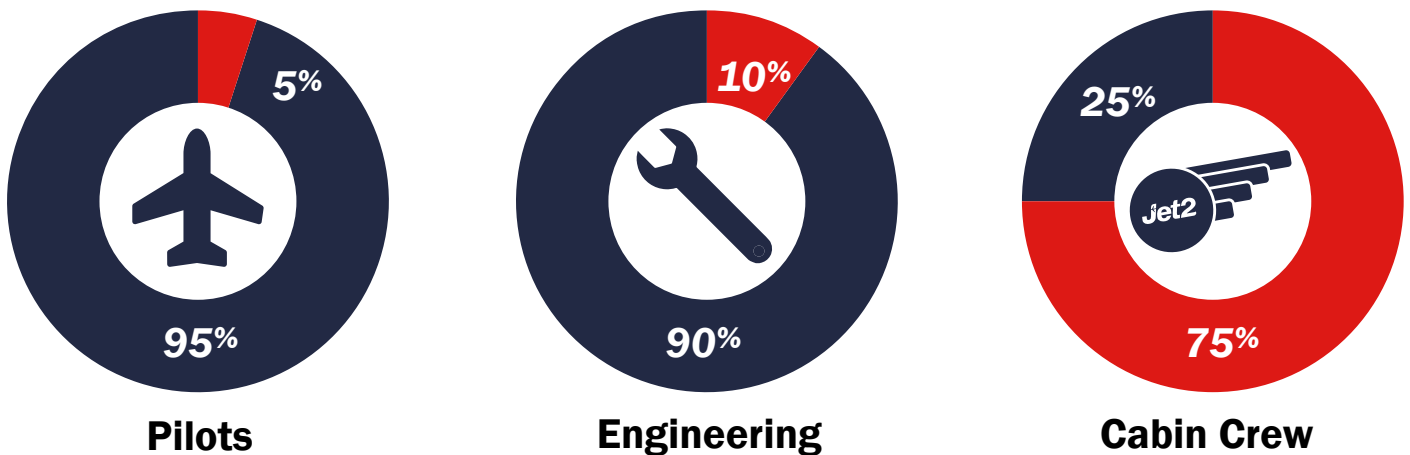
Jet2.com
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Summary

We are confident that whilst we are presented with a large gender pay gap that this is not an equal pay issue.

At **Jet2.com** and **Jet2holidays** we are confident that both men and women are paid equally for doing equivalent jobs across our business. The gap predominantly stems from having fewer females in certain roles such as within our Pilot and Engineering Community.



We will continually review our ways of working including our policies, procedures and our talent and succession programmes.

I confirm the data reported is accurate.

J R Chambers
HR Director Jet2.com & Jet2holidays