

GENDER PAY GAP 2018

JET2.COM AND JET2HOLIDAYS

Jet2.com and **Jet2holidays** employ 5,156* colleagues across the UK and we are proud to be the UK's third largest registered airline and the UK's second largest tour operator. As a leading leisure airline, we have flown over 50 million customers to more than 70 destinations and we have an expanding fleet of more than 100 aircraft.

At **Jet2.com** and **Jet2holidays** we pride ourselves on being an equal opportunities employer and believe that the diversity of our colleagues and their representation is reflective of our customer base. We also recognise that a diverse workforce enables us to provide a richer and more fulfilling work environment for all colleagues irrespective of gender or any other aspect of diversity.

We are confident that our gender pay gap is not an equal pay issue. Only 5% of the world's Pilots, 11% of Engineers in the UK workforce and 17% of employees in the UK tech sector are females.**. There is therefore a wider issue that is a challenge which we strive to improve upon.

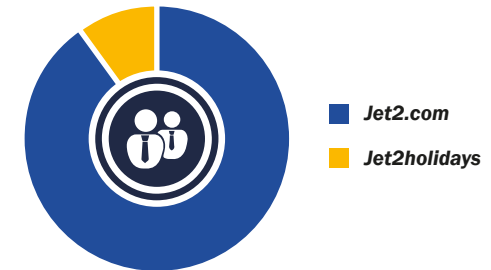
We are pleased that our overall gender pay gap this year has decreased. Within **Jet2.com** we have reduced the gap by 2.8 percentage points to 50.7% from last year, despite having the challenge of gender biased roles. Our **Jet2holidays** population, without any gender biased roles, shows a 4.7 percentage points decrease to 15.7%, with an overall gap that is below the national average.

This year we have recruited 3 Brand Champions with the sole purpose of promoting our Organisation and industry to young people and encouraging interest within schools/educational establishments and community groups. The focus is to inform and educate them on the roles available and to inspire them to break the gender stereotype by introducing them to careers that they may not have been previously aware of or considered suitable, thereby increasing the female intake.

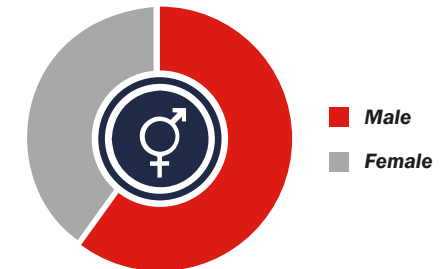
Within IT we have recruited 22.8% females this year against the national average of 17%** representation in the industry.

We are pleased to have seen an increase in our female Apprentice Pilot intake this year of 9.5%. Females now represent 12% of our overall Pilot Apprentice intake.

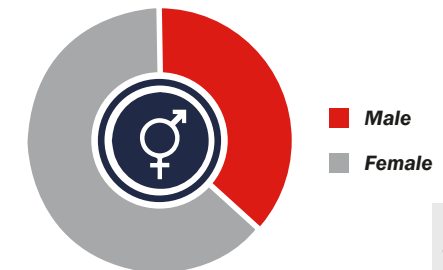
NO. OF COLLEAGUES
JET2.COM AND JET2HOLIDAYS



GENDER SPLIT
JET2.COM



GENDER SPLIT
JET2HOLIDAYS



Data taken as a snapshot on
1st April 2018

Jet2.com
Friendly low fares

Jet2holidays
Package holidays you can trust

GENDER PAY & BONUS GAP

Difference Between Male & Female UK Colleagues

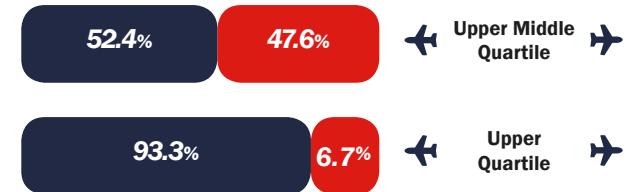
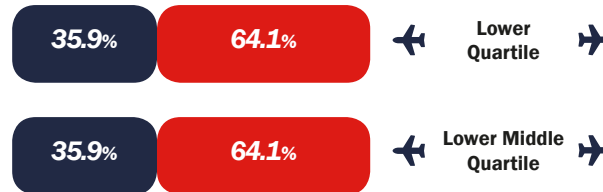
Jet2.com <i>Friendly low fares</i>	Mean Average	Median (Centre point)
Gender Pay Gap	50.7%	41.9%
Gender Bonus Gap	47.6%	43.2%

BASIC SALARY OF FEMALE PILOTS, ENGINEERS AND CABIN CREW IS

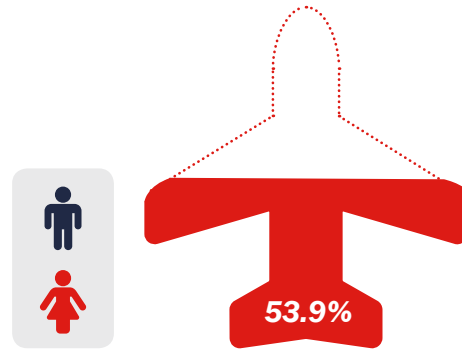
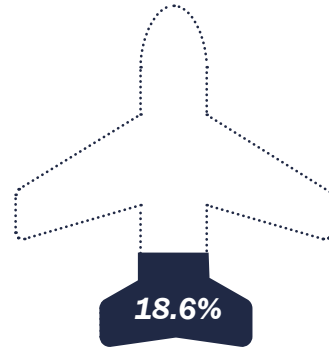


OF THAT OF THEIR MALE EQUIVALENTS

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



Proportion of Male & Female UK Colleagues Receiving Bonus Pay



OVER

80%




Data taken as a snapshot on 1st April 2018

OF ALL **JET2.COM** COLLEAGUES ARE ON A PAYSCALE ROLE

Jet2.com <i>Friendly low fares</i>	Male Percentage	Female Percentage
Cabin Crew	17%	83%
Engineering	92%	8%
Ground Operations	52%	48%
Flight Operations	95%	5%

GENDER PAY & BONUS GAP

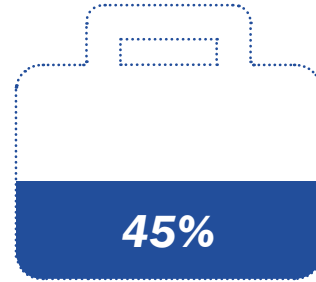
Difference Between Male & Female UK Colleagues

 Jet2holidays Package holidays you can trust	Mean Average	Median (Centre point)
Gender Pay Gap	15.7%	4.1%
Gender Bonus Gap	22.7%	14.6%

FEMALE TRAVEL ADVISORS, DATA CONTROL AND CUSTOMER SERVICE BASIC SALARY IS

100%
OF THAT OF THEIR MALE EQUIVALENTS

Proportion of Male & Female UK Colleagues Receiving Bonus Pay



Data taken as a snapshot on 1st April 2018

OVER

67%



OF ALL **JET2HOLIDAYS** COLLEAGUES ARE ON A PAYSCALE ROLE

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



UNDERSTANDING THE GENDER PAY GAP

At **Jet2.com** and **Jet2holidays** we are confident that whilst we are presented with a gender pay gap this not an equal pay issue. Pilots are in one of the highest earning roles in our business and with 95% of these being male it does impact our gender pay gap. For indicative purposes, should we remove Pilots, Engineering and IT (all of which are predominantly male roles) from our reporting, our overall **Jet2.com** gender pay gap would significantly reduce from 50.7% to 16.7% which is below the national average.

We are confident there is not an equal pay issue across **Jet2.com** and **Jet2holidays** as 80% and 67% respectively of our colleagues are paid in accordance with a standardised payscale structure including Engineers, Pilots, and Cabin Crew. We ensure that we have robust processes in place so that pay is reviewed fairly for all other colleagues.

As announced in 2017, both **Jet2.com** and **Jet2holidays** colleagues who currently do not already participate in a discretionary performance related bonus or commission scheme will share 5% of profit via a Discretionary Colleague Profit Share Scheme effective from April 2018. This will significantly increase the number of colleagues who will receive bonus pay from 2019.

We will continue to work on increasing our female representation at Senior levels across both **Jet2.com** and **Jet2holidays** through our talent and succession programmes.

* Snapshot as of 5th April 2018 (Gender Pay Qualifying colleagues only)

** source: <https://www.womenintech.co.uk/employers-guide-hiring-women-technology>

*** source: <https://www.wes.org.uk/content/wesstatistics>



All People Managers and colleagues are required to participate in our Equality and Diversity Training Programme including unconscious bias.

I confirm the data reported is accurate.

J R Chambers
HR Director **Jet2.com** & **Jet2holidays**

Jet2.com
Friendly low fares®

Jet2holidays®
Package holidays you can trust