

GENDER PAY GAP 2020

JET2.COM AND JET2HOLIDAYS

We take people on holiday! Jet2holidays is the UK's largest package holiday operator to many Mediterranean and Canary Islands leisure destinations and Jet2.com is the UK's 3rd largest airline by number of passengers flown.

Our "Customer First" strategy is what has driven Jet2's continuing success with the delivery of great service at the core of Jet2holidays and Jet2.com brand values.

We employ **8,853** colleagues across the UK to help us deliver a friendly and trustworthy experience to both **Jet2.com** and **Jet2holidays** customers but as per the guidelines we have only analysed the data based on 1,827 of those colleagues*.

In what has proven to be a period of unparalleled changes, the pandemic had an unprecedented impact on **Jet2 plc** and the Leisure Travel industry as a whole, meaning we could not operate as planned due to national lockdowns and associated international travel restrictions enforced by the UK Government. As a result we had to make use of the Coronavirus Job Retention Scheme and the majority of our colleagues were not in the workplace at the relevant time of this report. As per the stipulated regulations, these figures do not include any colleagues that were on furlough or any other form of leave; this means that this report is not a full or accurate representation of our overall workforce.

In this year's submission the overall median gender pay gap across our reporting entities for colleagues was 49.44% for **Jet2.com** and **2.82%** for **Jet2holidays**.

We have always been confident that our gender pay gap is not an equal pay issue, however we do make efforts to encourage a balanced gender mix into roles that are typically underrepresented within the industry.

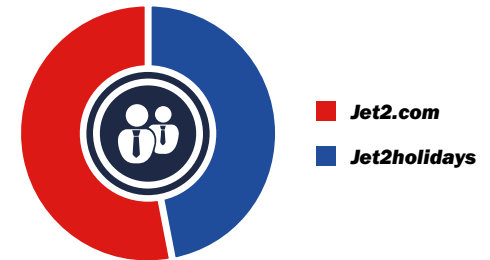
Many of our colleagues in **Jet2holidays** remained at work (and therefore, eligible to be included in the snapshot of this report), primarily in our Contact Centre and Customer Services departments to continue providing our award-winning service to those customers impacted by the restrictions on travel. We are pleased with a 2.82% median gender pay gap and this remains significantly below the UK average of 15.5% for 2020*.

Whilst the **Jet2.com** business looks to have increased its gender pay gap since our last submission, this is not an accurate reflection of our workforce. With almost 80% of our colleagues being excluded from this report, it has significantly skewed the data.

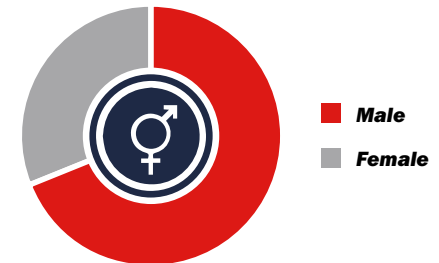
*Colleague numbers at 5th April 2020.

**Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

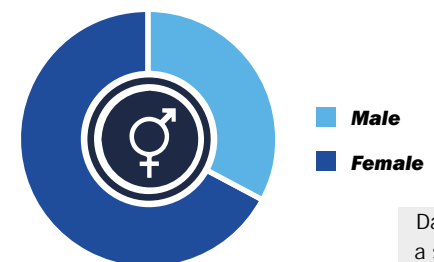
NO. OF COLLEAGUES
JET2.COM AND JET2HOLIDAYS



GENDER SPLIT
JET2.COM



GENDER SPLIT
JET2HOLIDAYS



Data taken as a snapshot on 5th April 2020.

GENDER PAY & BONUS GAP

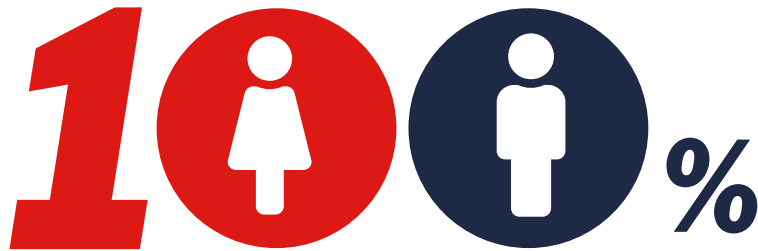
Difference Between Male & Female UK Colleagues

Jet2.com Friendly low fares	Mean Average	Median (Centre point)
Gender Pay Gap	41.21%	49.44%
Gender Bonus Gap	40.05%	42.26%



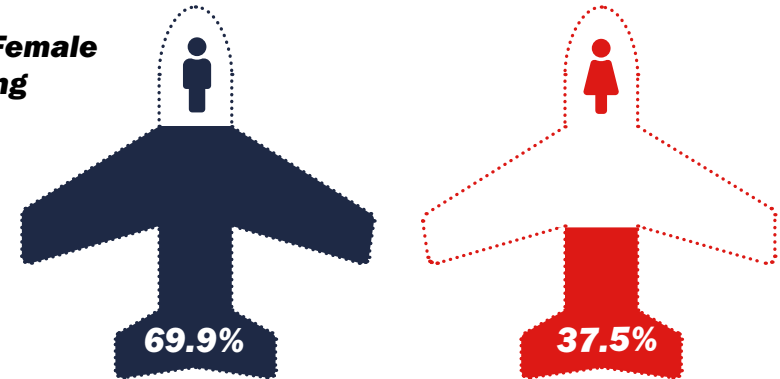
Jet2.com Friendly low fares	2017	2018	2019	2020
Pay - Mean	53.50%	50.70%	46.56%	41.21%

Basic salary of Female
Pilots, Engineers and Cabin Crew is

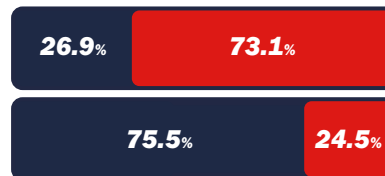


of that of their Male Equivalents

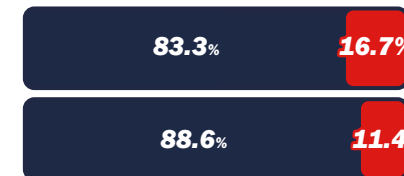
Proportion of Male & Female
UK Colleagues Receiving
Bonus Pay



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



Lower
Quartile



Lower Middle
Quartile



Upper Middle
Quartile



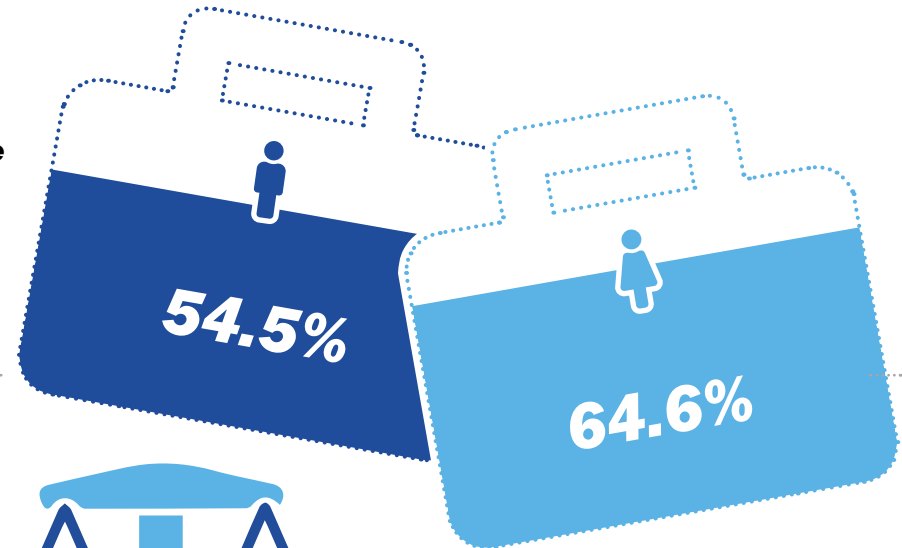
Upper
Quartile

GENDER PAY & BONUS GAP

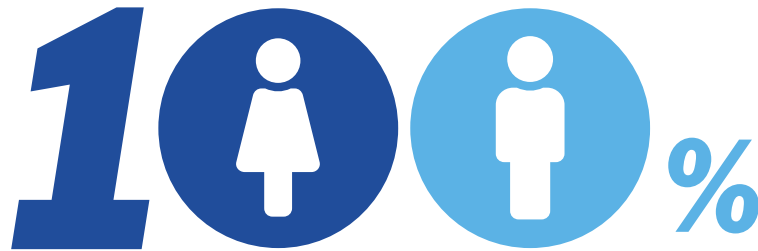
Difference Between Male & Female UK Colleagues

Jet2holidays Package holidays you can trust	Mean Average	Median (Centre point)
Gender Pay Gap	19.70%	2.82%
Gender Bonus Gap	23.90%	14.66%

Proportion of Male & Female UK Colleagues Receiving Bonus Pay



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

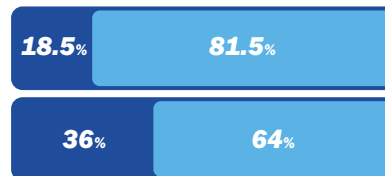


of that of their Male Equivalents

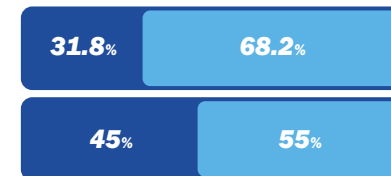


Jet2holidays Package holidays you can trust	2017	2018	2019	2020
Pay - Mean	20.40%	15.70%	15.29%	19.70%

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



Lower Quartile



Upper Middle Quartile



Upper Quartile

PROGRESSING OUR GENDER PAY GAP

Jet2.com, our airline side of the business, is the area we continually strive to encourage and attract new colleagues into what are STEM (Science, Technology, Engineering, Mathematics) 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. These areas are also the higher paid technical roles that are critical to our business.

Overall, there are only 24% of females in the UK workforce within STEM roles* and only 5% of Pilots* globally are females. Whilst we strive to improve, it is important to recognise that the lack of female resource available will impact the gender imbalance within certain areas of our business.

We are committed to improving the lack of female representation within the Company and also within the wider community. Prior to the lockdown we had worked with over 450 educational establishments introducing the younger generation to career paths they may not have been aware of, as well as proudly sponsoring a training facility at Leeds Beckett University aimed at developing the best new talent and to provide career opportunities for the students. In addition, we also continue with our bespoke Pilot and Engineering Apprenticeship programmes.

We have further invested in our ongoing commitment to the attraction and introduction of future talent, with the key appointment of a dedicated Apprenticeship Manager to work alongside our Brand Champions who play a very important role ensuring that we are inspiring and attracting young females into roles that they may have not previously considered.

We are committed to empowering and encouraging 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 & Jet2holidays

Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

Source: <https://isa21.org/>

Jet2.com
Friendly low fares

Jet2holidays
Package holidays you can trust