

# GENDER PAY GAP 2021

## 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.

The delivery of a consistently great "Customer First" service is at the core of the Jet2.com and Jet2holidays brand values, meaning our colleagues are at the heart of everything we do, and we believe they are our greatest asset! Our success is thanks to the dedication, commitment and hard work of each and every one of them.

Offering our award-winning teams' fair and equitable pay is non-negotiable and is why we are extremely proud that this year we were nominated by our colleagues and awarded one of the best places to work in the UK by Glassdoor.

At the time of the snapshot we employed 8,984 colleagues across the UK to help us deliver a friendly and trustworthy experience to both **Jet2.com** and **Jet2holidays** customers. However, as per the guidelines we have only analysed the data based on 1,486 of those colleagues who were eligible to be included.\*

In April 2021, our industry remained significantly impacted by the global pandemic meaning we could not operate as planned due to lockdowns and ongoing 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 date of this report. As per the stipulated regulations, these figures do not include any colleagues who 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 24% for **Jet2.com** and -1.83% for **Jet2holidays**.

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.

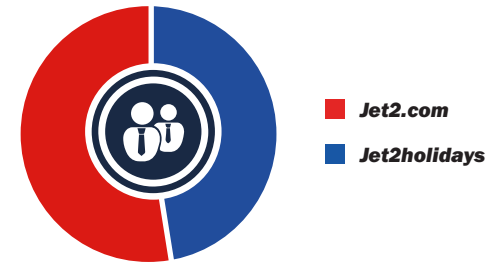
The majority of our colleagues in **Jet2holidays** are female, working primarily in our Contact Centre and Customer Services departments, both of which continued to operate at full capacity throughout the pandemic serving the many customers whose travel plans were impacted by the numerous travel restrictions. The female representation in **Jet2holidays** is also reflected in its senior positions. Though we do report a -1.83% median gender pay gap which is significantly below the UK average of 15.4% for 2021\*\*, this will no doubt be influenced by the number of colleagues excluded from the report.

Whilst the **Jet2.com** area of the business looks to have significantly decreased its gender pay gap since our last submission this is not a full and accurate reflection of our workforce, as the majority of our Pilot and ground handling colleagues were furloughed and are predominantly male. Therefore, with over 80% of our colleagues being excluded from this report, it has significantly skewed the data.

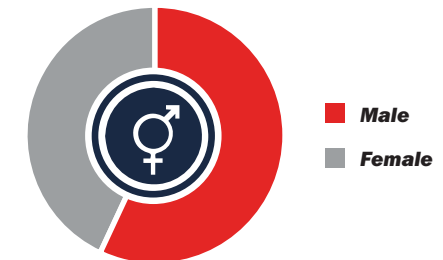
\*Colleague numbers as at 5 April 2021.

\*\*Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021#the-gender-pay-gap>

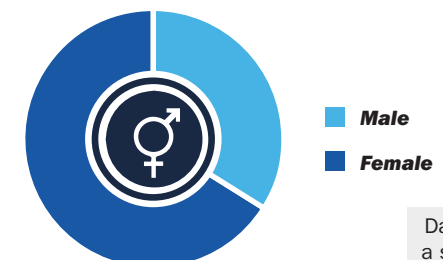
NO. OF COLLEAGUES  
JET2.COM AND JET2HOLIDAYS



GENDER SPLIT  
JET2.COM



GENDER SPLIT  
JET2HOLIDAYS



Data taken as a snapshot on 5<sup>th</sup> April 2021.

# GENDER PAY & BONUS GAP

## Difference Between Male & Female UK Colleagues

Jet2.com Friendly low fares	Mean Average	Median (Centre point)
Gender Pay Gap	27.80%	24.00%
Gender Bonus Gap	6.00%	3.80%



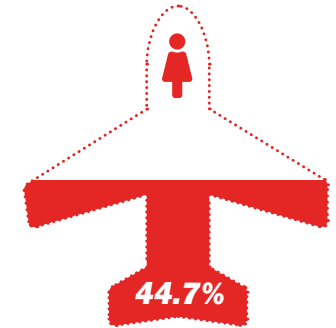
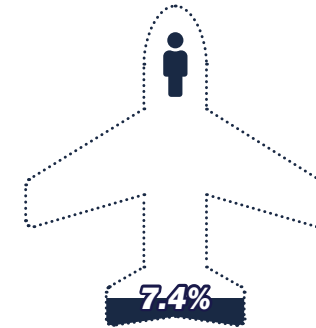
Jet2.com Friendly low fares	2017	2018	2019	2020	2021
Pay - Mean	53.50%	50.70%	46.56%	41.21%	27.80%

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\*




\*no bonuses were paid in 2021 but this is reflective of commission payments.

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



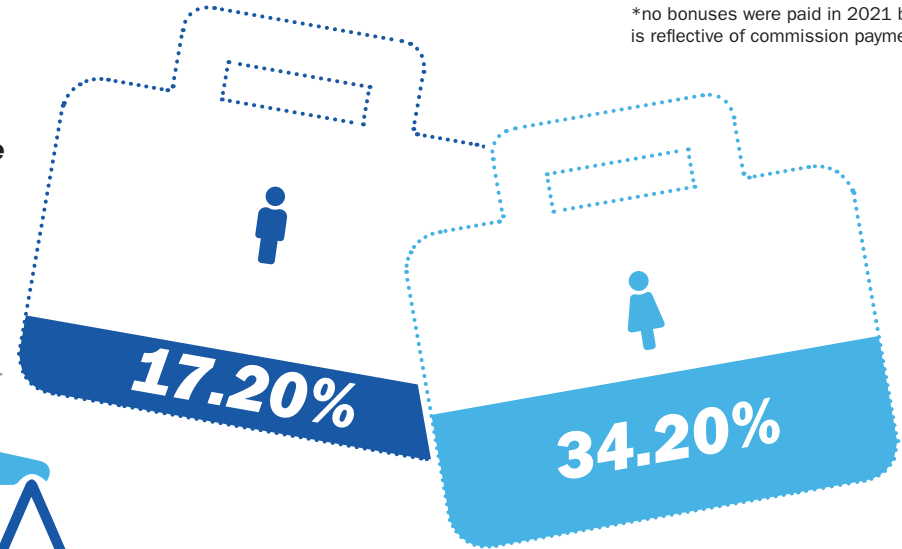
# GENDER PAY & BONUS GAP

## Difference Between Male & Female UK Colleagues

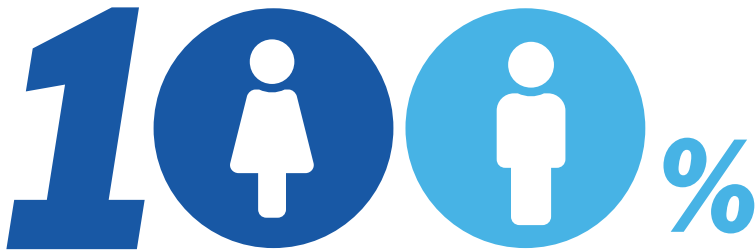
 <b>Jet2holidays</b> Package holidays you can trust	Mean Average	Median (Centre point)
<b>Gender Pay Gap</b>	<b>23.00%</b>	<b>-1.83%</b>
<b>Gender Bonus Gap</b>	<b>1.20%</b>	<b>-1.70%</b>

\*no bonuses were paid in 2021 but this is reflective of commission payments.


## 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
<b>Pay - Mean</b>	<b>20.40%</b>	<b>15.70%</b>	<b>15.29%</b>	<b>19.70%</b>	<b>23.00%</b>

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



# PROGRESSING OUR GENDER PAY GAP

**Jet2.com** is our airline business and 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, which 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 5.8% of Pilots\*\* globally are females. Whilst we strive to improve, it is important to note that these areas inevitably impact the gender imbalance within certain areas of our business.

However, we are committed to improving the lack of female representation within the Company and also within the wider community, and to do all we can to encourage women to consider a variety of roles they may not have previously considered, with the aim of achieving equal representation.

Consequently, we have invested in expanding our Early Careers & Future Talent Team who are making positive progress to improve our apprenticeship offerings across the business; both for external and internal candidates who are looking to begin their careers in IT, Finance, and many other areas. Additionally, we have a longstanding and ongoing commitment to the attraction and introduction of future talent through our bespoke Pilot and Engineering Apprenticeship programmes.

Our negative pay gap in **Jet2holidays** demonstrates our overall ethos as a Company and whilst this may be skewed as a result of the data snapshot, there are fewer STEM roles that influence the overall figures. We do have a **predominantly female workforce in Jet2holidays** that represents all levels of the business.

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 our great team. We do know that there is always more that we can do, and we are committed to continuously improve our gender pay gap.

I confirm that the data reported is accurate.



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

\*Source: <https://dev.wisecampaign.org.uk/resources-for-action/statistics/>

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