

# GENDER PAY GAP

REPORT 2018

“Workforce are fully committed to building a workforce that reflects the diversity of our Client Airlines customers and to promote an inclusive and collaborative culture”.

Andrew Swan Director

Workforce International Contractors Limited have a median gender pay gap of -0.80 %. This is significantly better than the current national median average of 18.4 %. We operate a transparent remuneration structure for all Cabin Crew whom we employ.

When it comes to bonus pay, the gender pay gap is 1.83%, with a median of -2.13%.

### PAY AND BONUS DIFFERENCES

|                       | Mean   | Median |
|-----------------------|--------|--------|
| Hourly pay difference | -0.80% | -0.60% |
| Bonus pay difference  | 1.83 % | -2.13% |

### CAUSES OF THE GENDER PAY GAP

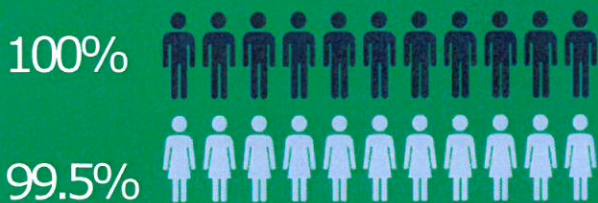
Workforce Provide Cabin Crew to our Client Airlines. In the UK all of our employees are employed as Junior Cabin Crew.

Our gender pay gap is less than 1% and is attributable to operations issues, rather than an equal pay issue.

At Workforce all Cabin Crew receive equal pay within their grade.

### CAUSES OF THE BONUS GAP

All Cabin Crew receive a sales bonus, based on their onboard sales. Both male and female Cabin Crew have the opportunity to earn the same bonus payments. Any differences arise from individual employee sales.



In the period to be reported, 100% of men and 99.5% of women received a bonus. All Cabin Crew across the company are eligible to receive a bonus. As Cabin Crew Sales Bonuses are paid in arrears, employees who commenced work in February & March 2018 would not have received any bonus in the Period.

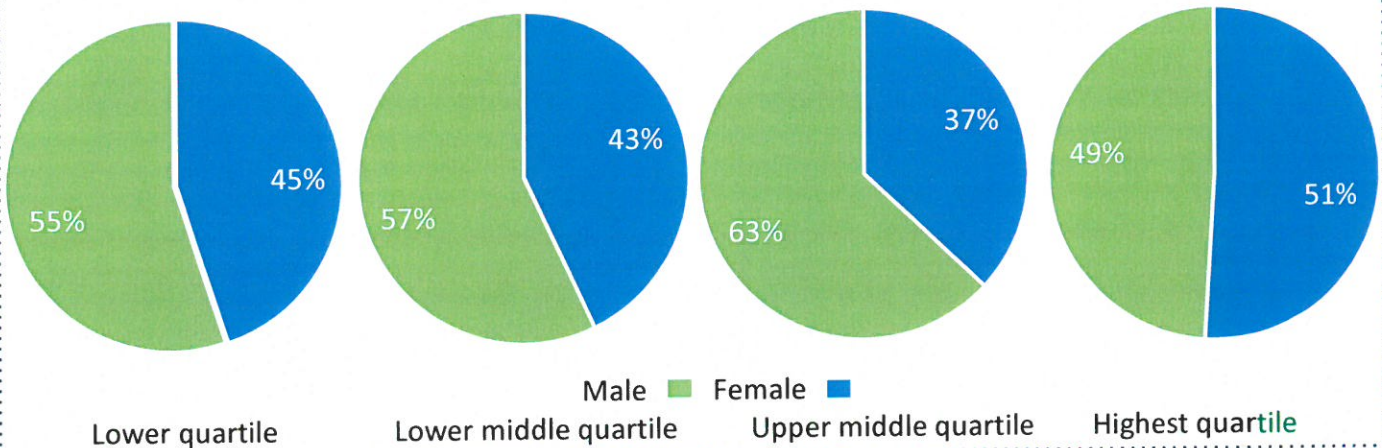
# 100%

All Pay and Bonus payments to Cabin Crew are paid at exactly the same rates for males and Females.

**PAY QUARTILES**

The gender distribution across our pay groups indicates that 55% of the Workforce, employees are made up of women. Given that the pay gap is less than 1%, there is little information to be gained from the pay quartiles.

**PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE**



**HOW WE ARE ADDRESSING THESE DIFFERENCES**

Workforce continually review the way we work including our policies, procedures and in particular our recruitment and remuneration policies in order to ensure that we recruit and remunerate employees based on their positions and performance within the company.

I confirm the data reported is accurate.

Andrew Swan  
Director  
Workforce International Contractors Limited