



Atlantic Aviation Group – Hangar 1

Background

The Gender Pay Gap Information Act 2021 requires all organisations with more than 250 employees to publish information regarding the difference between the remuneration of male and female staff. Information must be based on employee numbers as of June 30, 2023.

For Atlantic Aviation Group (AAG) Hangar 2, the total number of relevant ordinary-pay employees for this period is 266.

Atlantic Aviation Group

AAG offers a complete range of customer-focused aviation solutions from its facility at Hangar 1, Shannon Airport, Co. Clare. The company is engaged in the application of various Maintenance, Repair, and Overhaul (MRO) and other aviation services activities. AAG is committed to creating an inclusive workplace where all employees can reach their full potential. Our employees hail from diverse backgrounds and bring with them a wide range of perspectives which contribute to better outcomes for the company. While we strive to balance gender representation across our workforce, the nature of our work is such that AAG employs more men than women. We are continually working to improve gender balance as part of our ongoing commitment to inclusion and to giving everyone an equal opportunity to reach their full potential.

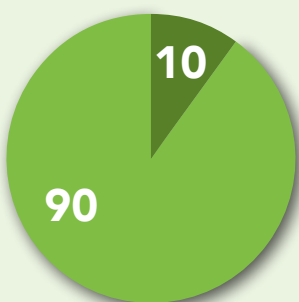
The Gender Distribution of our Employees:

Employee Quartiles

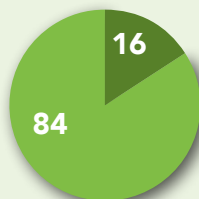
Employees were divided into four equal groups, or quartiles, based on their hourly wage. These groups were named the Lower Quartile, Lower Middle Quartile, Upper Middle Quartile and the Top Quartile.

Examining the proportion of males and females in each quartile gives an indication of the gender representation at different levels of the organisation. For example, the Lower Quartile is 16.42% female and 83.58% male compared to the Top Quartile which is 9.09% female and 90.91% male. All quartiles are predominately male. Female representation reduces in every quartile when set against the Lower Quartile.

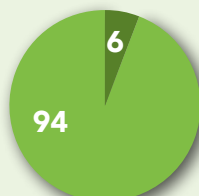
GRAND TOTAL



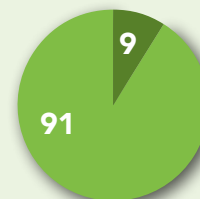
● Female ● Male



Lower
Quartile



Upper Middle
Quartile



Lower
Middle Quartile



Top
Quartile



	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile	Grand Total
Male	40.74%	22.22%	14.81%	22.22%	100%
Female	23.43%	25.52%	25.94%	25.10%	100%

The above table offers a different view of the overall proportion male and female employees by quartile. Some 37.04% of male employees are in the upper two quartiles whereas 51.05% of female employees occupy the same. Some 40.74% of all males employees are in the Lower Quartile. The workforce distribution has an impact on the Gender Pay Gap. A proportionally greater number of male employees in the higher quartiles will widen the pay gap.

Hourly Remuneration

Hourly Remuneration refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis. It is important to understand that this calculation includes everyone, not just those formally paid by the hour.

What does 'mean' mean?

The mean gender pay gap is the difference between women's average hourly remuneration and men's average hourly remuneration.

What does 'median' mean?

The median gender pay gap is the difference between women's median hourly remuneration (the middle-paid woman) and men's median hourly remuneration (the middle-paid man). The median hourly remuneration is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly remuneration of the person in the middle.

The mean difference between male and female employees is **10.98%**

The median difference between male and female employees is **9.4%**.

All Employees

10.98%
Mean

9.49%
Median

Part-time employees

Only five female employees

Note:

Atlantic Aviation Group Hangar 1 has five female part-time employees and zero male part-time employees. There are no employees on temporary contracts.

Note:

Percentage of male and of female employees who received bonus remuneration - not applicable.

Percentage of male and of female employees who received benefit in kind - not applicable.



Initiatives to close the gender pay gap

The under-representation of women in certain roles is an ongoing challenge for the aviation industry. To close the gender pay gap at AAG and across our industry, more females must be encouraged to pursue a career in aviation. We have increased our efforts in this area by reaffirming our support for Women in Aviation, an organisation dedicated to increasing numbers of women in the aviation industry, and launching tailored communications and recruitment campaigns, notably with our Apprenticeship Programme. We are collaborating with schools, universities, and the Shannon Aviation Museum, a local charity, to promote careers in aviation for all students.

AAG is committed to maintaining an inclusive environment and already has a strong framework of support in place, including our Diversity, Equity and Inclusion (DEI) policy, our Leadership Programme and our New Frontiers Programme. We are committed to creating a culture in which every employee has equal opportunity for career advancement. Some 28% of our senior leadership team are female. The team is working to ensure all our employees are heard and supported while we work to reduce our gender pay gap over time. We are focused on becoming a market-leading global aviation services business with equity and inclusion playing a significant role in realising this vision.

Two of AAG's key strategic pillars support this; People & Culture and ESG. As part of this strategy, we want to ensure pay is administered in a fair and equitable way across all departments regardless of gender. Our ongoing commitment to pay equity is critical to our commitment of a diverse, equitable, and inclusive workforce with opportunities for all employees to grow, develop, and contribute. Employees' remuneration is based on the content and level of the job, prior work experience, years of service, time in role and education, among other factors.

AAG recognises the challenges employees can face balancing work with family responsibilities. Our policies support a wide range of opportunities including flexitime and family leave. AAG has flexible working arrangements to ensure the company recruits and retains top talent and supports a good work-life balance for all employees.

At AAG, our people are supported to develop their careers to their fullest potential. AAG employees benefit from a wide range of onsite, online, internal and external learning and development opportunities, including a Professional Diploma in Leadership. This in turn can help with upskilling as well as professional and personal development and we want it to further support our DEI objectives.

AAG believes that gender pay gap reporting is one part of the wider strategy required to address female participation in the aviation industry and the social norms which perpetuate employment gaps between genders. Closing the gender pay gap and improving gender balance at AAG is part of a long-term strategy which will ultimately be aided by incremental change in the industry. In 2024, we plan to keep building on the success of our initiatives that connect female employees with the supports, development opportunities, information, and resources they need to develop their careers within AAG. We will also continue working with our external partners, particularly in education, to highlight the opportunities of a career in the industry. To make the biggest impact on the gender pay gap, we must increase the number of girls interested in aviation at an early age – which is why we help to ignite this spark by sponsoring children's events.

Conclusion

AAG's mission to close the gender pay gap across a wide range of roles is ongoing. AAG has equitable pay among men and women for similarly situated roles but the lower representation of women in the upper middle and senior roles in AAG is driving the company's gender pay gap. Our responsibility is to create a sustainable business. Key to achieving that is the recruitment and development of a diverse workforce and strategically employing our DEI framework. We are committed to closing this gender pay gap over time.

Maura O'Loughlin
Human Resources Business Partner
AAG – Hangar 1

Anthony Brennan
Chief People Officer
AAG

