



**ATLANTIC
AVIATION
GROUP**

Gender Pay Gap Report 2024 Hangar 2



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WHAT IS GENDER PAY GAP VERSUS PAY EQUITY?

Gender Pay Gap.

Measures the difference in aggregate pay between men and women, regardless of level, throughout an organisation.

Pay Equity

The concept of compensating employees who have substantially similar job duties and responsibilities with comparably equal pay practices, regardless of protected characteristics like race, ethnicity or gender.

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 17% female, and 83% male compared to the Upper Quartile which is 18% female and 82% male. All quartiles are predominately male. Female representation reduces in every quartile when set against the Lower Quartile with the exception of the Lower Middle Quartile compared to last year.

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, 2024.

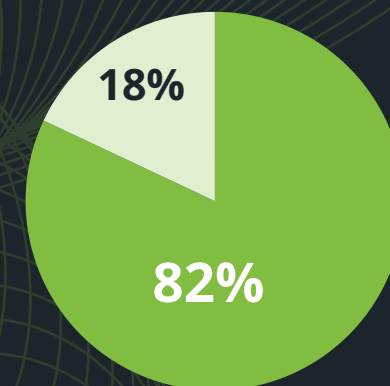
For Atlantic Aviation Group (AAG) Hangar 2, the total number of relevant ordinary-pay employees for this period is 295. Employees were divided into four equal groups, or quartiles, based on their hourly wage. These groups were named the Lower Quartile, Lower Middle Quartile, Upper Middle Quartile and the Upper Quartile.

The Gender Distribution of our Employees:

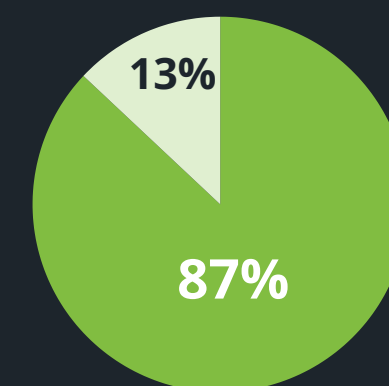
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile	Grand Total
Female	24%	29%	20%	27%	100.00%
Male	24%	24%	38%	28%	100.00%

Employee Quartiles

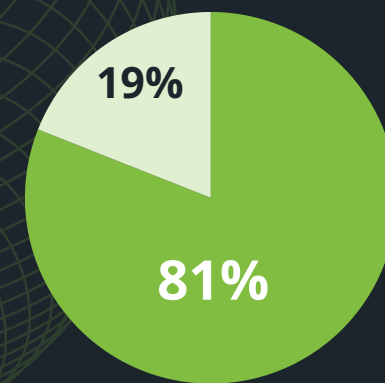
Upper Quartile



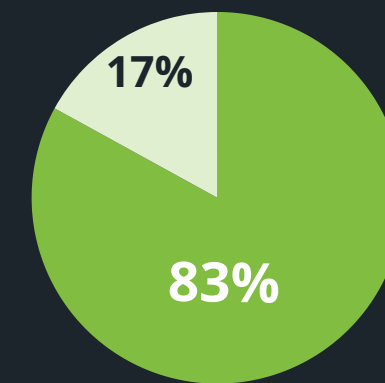
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Male Female



HOURLY RENUMERATION

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?

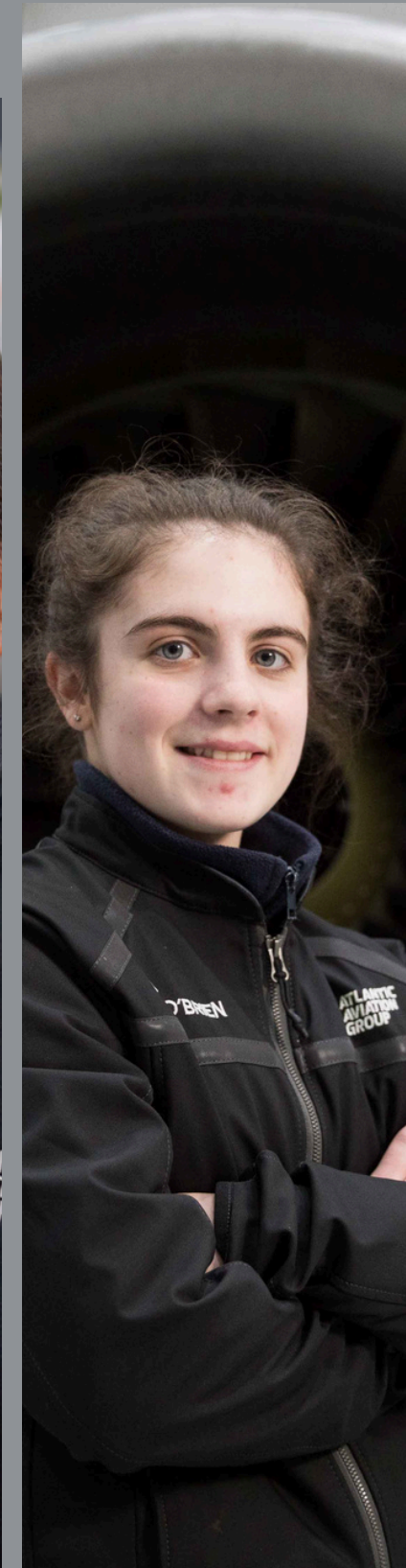
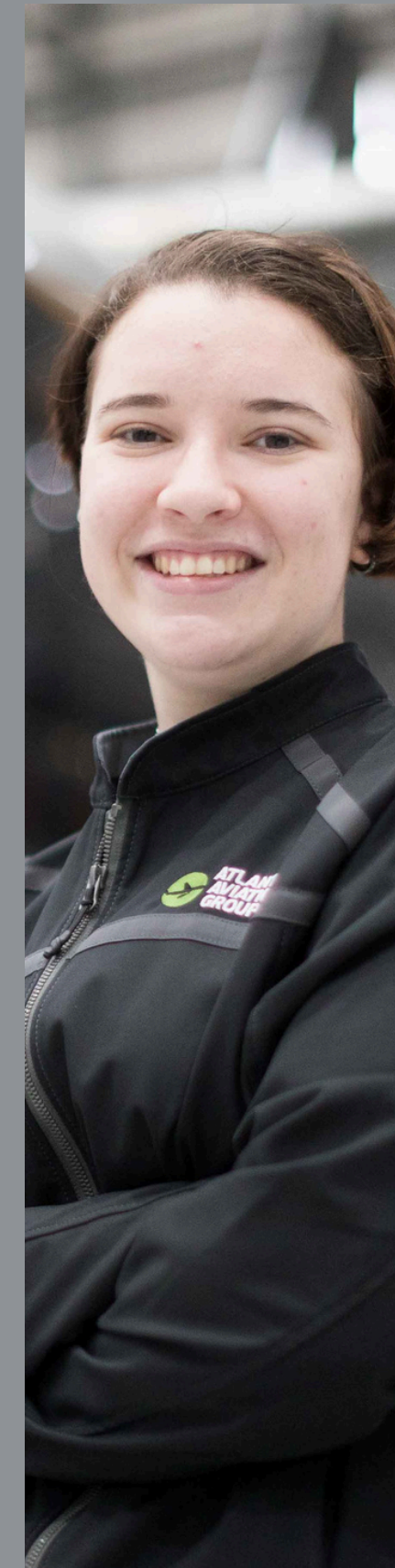
The median gender pay gap is the difference between women's median hourly remuneration (the middle-paid woman) and men's median hourly remuneration (the middle-paid man). The median hourly remuneration is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly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

ALL EMPLOYEES

MEAN 3.75%

MEDIAN- 8%

The median difference between male and female employees is -8%, the median female rate is higher than the median male rate giving a negative gender pay gap.

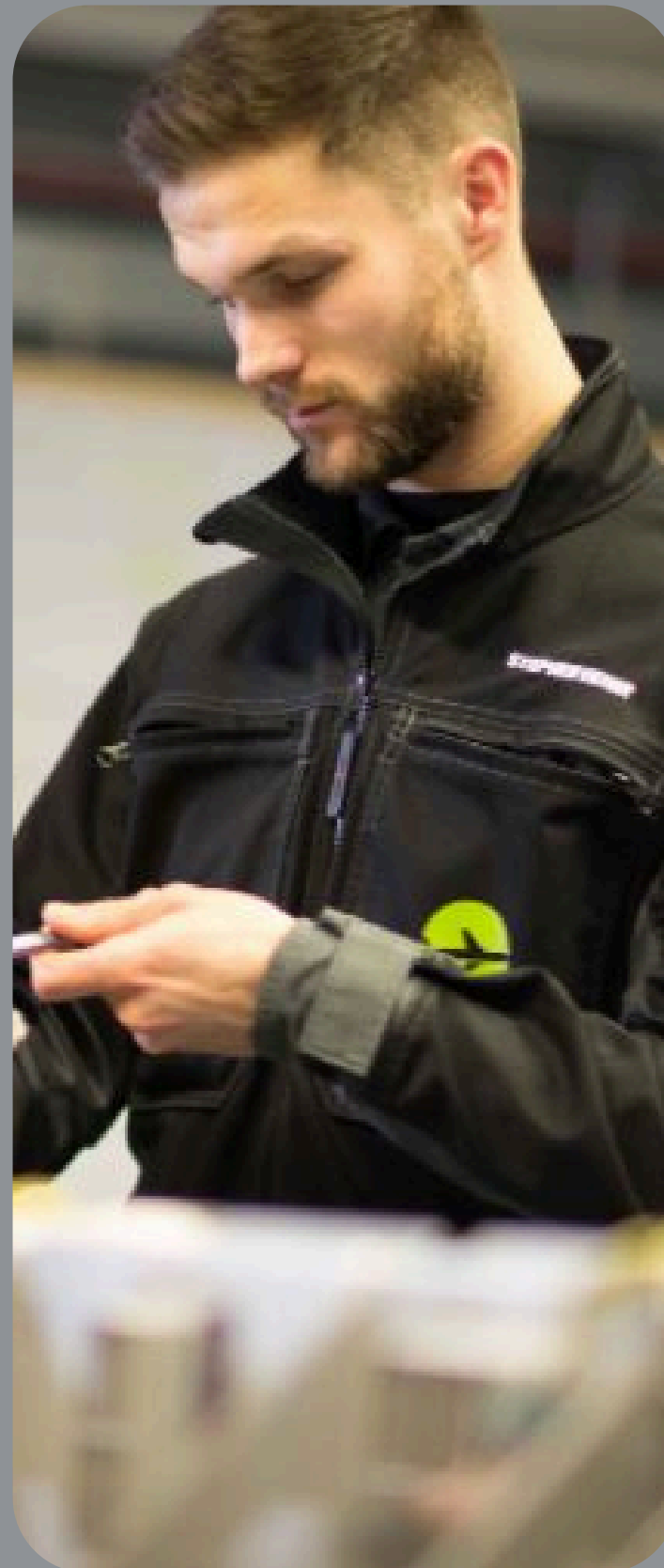


WHY DOES AAG HAVE A GENDER PAY GAP?

Today, in any given role at AAG, men and women are paid equitably. Our data shows that, similar to gender pay statistics across Ireland, our pay gap is a matter of representation of women in our industry. In other words, fewer women in roles results in a gender pay gap. If men and women were represented in equal numbers at all levels across AAG, the pay gap would be closed.

Our long term strategy and continued affirmative efforts to increase opportunities and career development for female employees should lead to increased representation of women. Compared to last year, AAG has seen a reduction in the number of women in the lower quartile, with many progressing to the lower-middle quartile.

This positive shift reflects the impact of initiatives aimed at narrowing the gender gap. However, when female employees leave the organisation, it significantly affects our quartile distribution. This is because women remain underrepresented in our workforce and in the aviation industry, where male employees still form the majority.



INITIATIVES TO CLOSE THE GENDER PAY GAP

PEOPLE AND CULTURE PILLAR

A part of our strategy and our People and Culture Pillar, we ensure pay is administered in a fair and equitable way across all departments regardless of gender. We are committed to pay equity as a key part of fostering a diverse, inclusive workforce with growth and development opportunities for all employees.

Compensation is determined by the role's content and level, as well as factors like prior experience, tenure, time in role, and education.

AAG is focusing on 3 key areas to increase representation of women throughout the organisation:



INITIATIVES TO CLOSE THE GENDER PAY GAP

FOSTERING GROWTH AND DEVELOPMENT

We continue to work hard to ensure our employees have access to the information, support, and resources they need to thrive. Our Educational Supports programme connects our employees to resources for education and helps identify and create opportunities for growth and development.

All our educational assistance and professional development programmes, ranging from in house training to QQI level 6 certificates, are available to all our employees. In recent years, women have availed of these programmes and have undertaken further education as part of their professional development.



ATTRACTING DIVERSE TALENT

A strategic priority at AAG is to measure ourselves against clear goals to increase representation of women in Aviation. AAG are active supporters of Women in Aviation forum for networking, shared learning and mentoring to facilitate the development of females to progress in their careers.



INITIATIVES TO CLOSE THE GENDER PAY GAP

INSTILLING AN EARLY LOVE OF AVIATION

To make the biggest impact on the gender pay gap, we must increase the number of girls interested in Aviation in primary and secondary school.

We help ignite this spark with children by working closely and collaborating with schools, universities and sponsoring events with local charity, Shannon Aviation Museum (SAM), to promote careers in aviation for all students, while all the time running tailored communications and recruitment campaigns. AAG are proud to be one of the supporters of this year's 10th Anniversary of Girls in Aviation Day 2024 with Women in Aviation and hosted by SAM.

AAG have partnered with SAM to enable every 6th class student in each of the primary schools in Shannon to attend an Engineers Week Event since 2010. There has been over 4,200 local Shannon students directly introduced to aviation and engineering.

Our Apprenticeship offers women a pathway into the industry and aids women with placement, mentoring and awards. Our numbers for our 2024 cohort remain strong with 3 out of 15 being female.



INITIATIVES TO CLOSE THE GENDER PAY GAP

SUPPORTING EACH EMPLOYEE

Diversity, Equity and Inclusion (DEI). Our objective is to embed diversity, equity and inclusion in all we do so it is an integral part of our workplace culture. At AAG, we believe diversity is a source of innovation. From recruiting and hiring, to talent management processes and coaching, we see direct benefits when our workforce is representative of the customers we serve.

We also benefit from each employee's diverse views and ideas and our goal is to ensure that every employee feels welcomed, respected, valued and heard. A strong emphasis has been placed on building a positive environment that embraces differences and enables all employees to flourish and achieve their full potential.

These values are reflected in our policies, practices, and procedures across all our operations. At AAG we are committed to Diversity, Equity and Inclusion. We recognise that closing the gender pay gap will take time, but this is a challenge we are embracing to help deliver this change.

FLEXIBILITY AND FAMILY SUPPORT

Our flexible working arrangements are available to ensure that our employees have the flexibility and support they need to manage their work-life commitments and their families and have a suite of Family Friendly Policies.

We offer support around maternity leave, also offer flexible parental leave and paternity leave to provide families with options to support their families during their formative years.

Our benefits package includes further family support such as a contribution towards private health insurance for employees, death in service, long-term disability and an Employee Assistance Programme.

EMPLOYEE WELLBEING

We are proud of our well-being programme, which offers continued support to employees, with initiatives including subsidised sports classes, mental health, and well-being support. We also hold an annual Health and Wellness Week where we have a range of programmes from flu vaccines to health screening, guest speakers and various other events.



CONCLUSION

Over the past year, AAG has seen a reduction in the number of women in the lower quartile, with many progressing to the lower-middle quartile. This improvement reflects the ongoing impact of initiatives we have implemented to reduce the gender gap.

AAG's efforts to address the Gender Pay Gap are underpinned by key pillars of our People & Culture strategy. As part of this approach, we are committed to ensuring that pay is fair and equitable across all departments, irrespective of gender, while fostering a diverse and inclusive workforce. This environment supports opportunities for all employees to grow and contribute. Pay at AAG is determined based on role level, experience, tenure, and education.

Closing the gender pay gap is an ongoing priority for AAG. While men and women are compensated equally for comparable roles, the lower representation of women in upper-middle and senior roles is a key factor contributing to the current pay gap. Our commitment to building a sustainable business includes recruiting and developing a diverse workforce and strategically applying our DEI framework to address this gap over time.

