



AJW recognises the importance of our people and one of our key strategic objectives is to enable and support them to make a difference through collaboration, accountability and trust.

We promote a global mindset and actively welcome different viewpoints and backgrounds, recruiting from a wide range of sectors and cultures. We value our employees and are committed to equal opportunities and inclusion for all.

We consistently:

- carry out regular pay and benefits reviews
- ensure policies support diversity and inclusion
- evaluate job roles and grades to ensure fairness and consistency
- provide tools and guidance for staff members involved in pay reviews

Our recent commitment to the UN Global Compact will see us review and enhance our corporate responsibility approach, directly impacting people and parity.

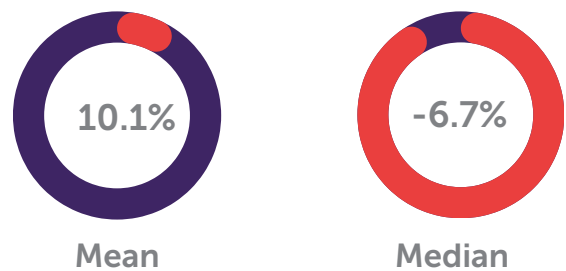


Pay gap and bonus difference between male and female employees

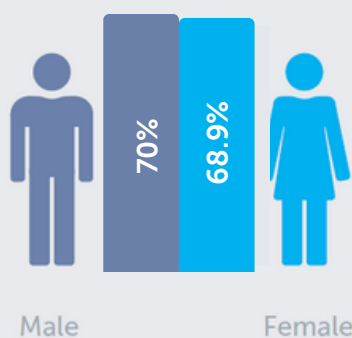
Hourly rate of pay



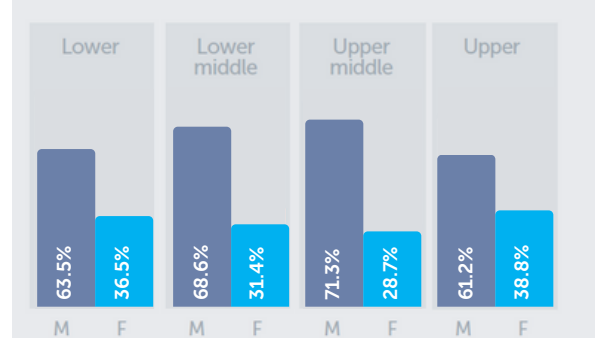
Bonus pay



Proportion of male and female employees receiving bonus pay*



Proportion of male and female employees according to quartile pay bands



*Eligibility to bonus scheme is 12 months service.



We have taken a deeper look at where this imbalance is most significant and we found that:



We are confident that we pay men and women equally for the same or equivalent work. At AJW, men and women work in different roles and those roles have different salaries.

We are committed to gender parity and aim to play an active role in promoting STEM subjects through our external and internal communication channels so that the genders are more proportionately represented for roles such as supply chain and IT. We have also promoted our warehouse roles to women and have seen a greater presence as a result. We will continue our efforts around this area.

Over the next year, we will:

- Work with the local community and local educational providers to raise people's awareness of the different career opportunities available within the aviation sector, and to help promote STEM careers.

- Continue to enhance our recruitment and selection methods to ensure the best candidate for the job is selected.
- Remain committed to enhancing our talent management approach to ensure employees of all genders and backgrounds have equal access to progression and development opportunities.
- Continue to enhance our pay and reward framework. A full external benchmarking exercise has been completed and we will action accordingly.
- Use our commitment to the UN Global Compact to further enhance CSR and connection.
- Continue to engage with surveys to gain feedback and act on this where possible.

Furthermore, we are a sponsor for Women in Aerospace Canada mentoring scheme and opened the mentoring opportunities to UK colleagues. We also run Lounge and Learn, a popular, global internal mentoring space to build skills and confidence in the workforce. We signed up to the Women in Aviation and Aerospace Charter in 2019 and will continue to be an active participant, working alongside others in the industry to drive gender balance.

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the guidance on managing gender pay developed by the ACAS.

Clyde Buntrock
CEO AJW Aviation