

Gender

PAY GAP REPORT 2023



AJW®

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 continue to:

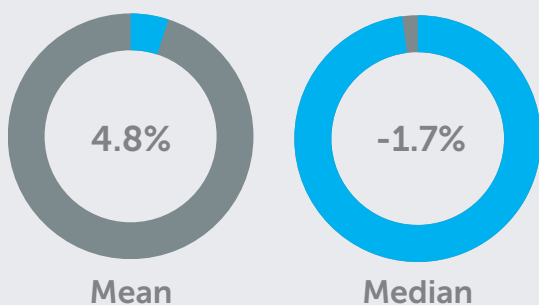
- Carry out regular pay and benefits reviews.
- Ensure policies support equity, diversity, and inclusion.
- Support flexibility in the workplace e.g. term time contracts.
- Evaluate job roles and grades to ensure fairness and consistency.
- Provide bespoke training support to promote female leadership and development.

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

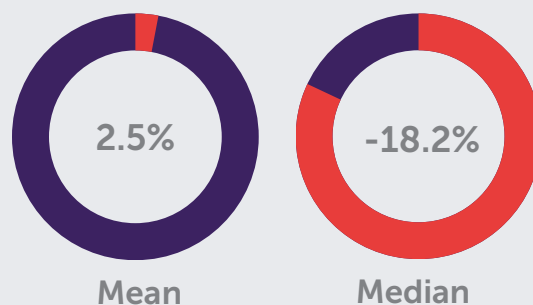


Pay gap and bonus difference between male and female employees

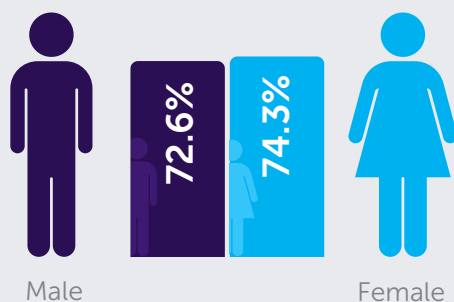
Hourly rate of pay



Bonus pay



Proportion of male and female employees receiving bonus pay*



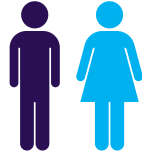
Proportion of male and female employees according to quartile pay bands



*Eligibility to bonus scheme is 12 months service.

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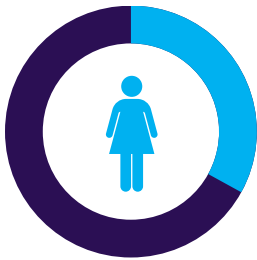
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We are confident that we pay men and women equally for the same or equivalent work. At AJW, men and women work in different roles and those roles have different salaries. We also note that our Median Gap is slightly favourable towards our female colleagues and our mean comparison falls far below the national average gap for all roles at 14.3%

33% of our UK workforce is female



30% of our executive and senior leadership is female



Our female colleagues represent **33%** of our UK workforce, which is mirrored in senior representation in the business with **30%** female representation on our executive and senior leadership teams. In addition, our customer service and logistics teams both have **37%** female representation.

A tangible example of our advocacy and commitment to female talent can be measured in our gender splits within our specialist 'professional service' roles. In our Commercial and Asset Management teams we have a **52%** female representation, while **80%** of our Legal and Finance employees are female.

AJW is supportive of contractual patterns that support work life balance, such as term time contracts and continued commitment to a hybrid working model and we review all flexible working requests on an individual basis recognising individual needs as well as business requirements.

We are 100% committed to the identification and development of our female talent pool. Our talent reviews programmes are designed to support leadership succession by creating bespoke development plans to upskill and offer industry exposure and opportunity.

AJW is proud to champion our next generation of female leaders by supporting The Aviation Club's 'Young Aviation Professional' events, which are specifically designed to help build networks for our younger talent.

Over the next year, we will:

- Continue to review our integral policies to further support inclusivity.
- Continue to enhance our recruitment and selection methods to ensure the best candidate is selected for the job.
- Remain committed to enhancing our talent management approach to ensure employees of all genders and backgrounds have equal access to progression and development opportunities.
- Links with local community and local educational providers to raise people's awareness of the different career opportunities available within the aviation sector.
- Continue to enhance our pay and reward framework.
- 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.

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

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