

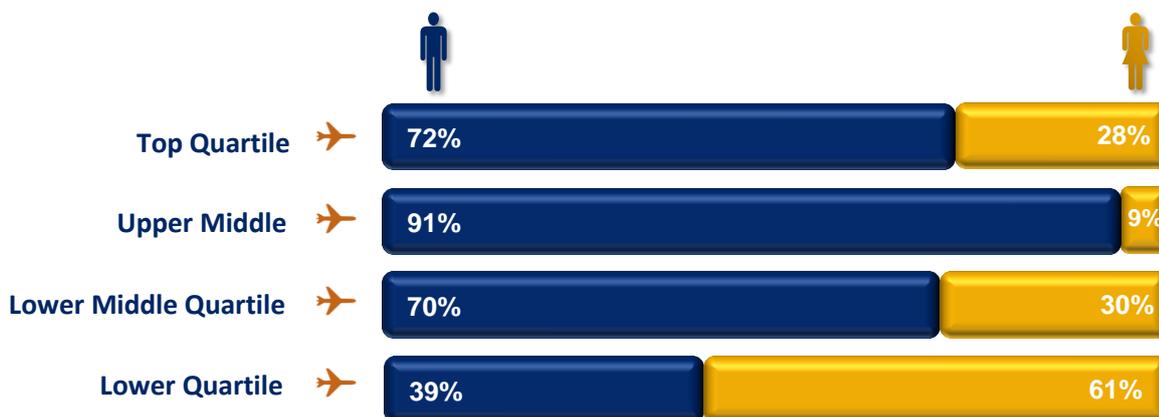
GENDER PAY GAP REPORT 2018

At Alpha Flight we recognise that a diverse workforce enables us to provide a richer and more engaging environment for colleagues and delivers huge benefits to the business. Our analysis has demonstrated a mean gap of 5.97% which is very low compared to the national average of 17.4% (Office of National Statistics), and is a reduction on 2017 figures. The jobs that fall within the 1st pay quartile are primarily working in the Flight Packing, Operations areas and Kitchens in the Production facility and whilst the Company advertises these roles without a gender bias the majority of candidates are female and therefore the pool from which selection is made is predominately female. Where males do apply and are successful, they are paid exactly the same rate as females. The difference in pay is mainly due to the bulk of upper middle rate roles – drivers and chefs, being predominantly filled by men so we are actively encouraging more women into these professions through recruitment practices and our apprenticeship programme. The Company is also looking to encourage more internal promotion to shift manager roles through succession planning and training. We are confident that we meet our equal pay obligations across the business and we continue to operate robust controls for new positions to ensure fair pay and to attract, retain and develop a diverse and talented population.

Gender Pay & Bonus Gap

	<i>Mean</i> (Average)	<i>Median</i> (Centre point)
Gender Pay Gap	5.97%	14.47%
Gender Bonus Gap	-135.29%	0.00%

Proportion of Male & Female Employees in each Pay Quartile



Proportion of population in receipt of a Bonus



I confirm that our gender pay gap figures are calculated and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Alex Forbes - CEO

On Behalf of Alpha Flight UK