

# GENDER PAY GAP

## QANTAS CABIN CREW UK REPORT 2019



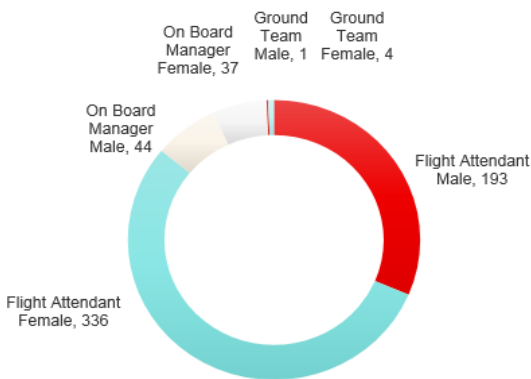
### Our people

Every employee of Qantas Cabin Crew (UK) is a custodian of our reputation for excellence and integrity, with a responsibility to uphold the standards and values we represent.

We aim to build an inclusive, diverse and resilient culture. We also aim to maximise engagement and performance so that we remain an employer of choice in the UK.



### Total number of employees



Our recruitment strategies drive a commitment to equality and therefore the split between men and women is relatively even.



### Flexible working

Qantas Cabin Crew (UK) prides itself on creating a culture and workplace where people can work flexibly. By providing our cabin crew with the ability to adjust their rosters, colleagues can better balance work and personal commitments. In a roster period across the reportable time there was a greater percentage of women electing to reduce their work hours which contributes to the overall gender pay gap.

CABIN CREW	Female	Male
On Board Managers	158 avg. hours	168 avg. hours
Flight Attendants	163 avg. hours	178 avg. hours

### Understanding the Gender Pay Gap

Qantas Cabin Crew UK is spread across two communities - our cabin crew and our ground team.

Pay rates for cabin crew are collectively negotiated which ensures equal rates of basic salary as well as variable pay rates within each position, irrespective of gender.

Bonuses to crew are paid equally and are prorated for full time and part time employees.

Our gender pay gap is well below the national standard of 17.3%.

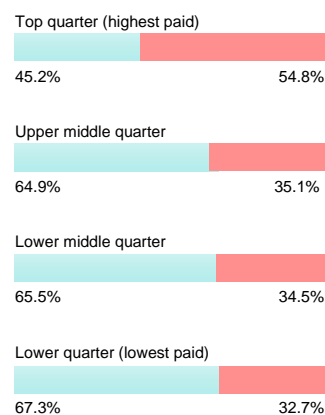
ALL EMPLOYEES	Mean	Median
Women hourly rate of pay	7.6%	4.4%
Women bonus	0%	0%

### Pay and bonus data

In our organisation, women earn 96p for every £1 that men earn when comparing median hourly wages.

Their median hourly wage is 4.4% lower and their median bonus pay is 0% which is equal to men.

#### Pay quartiles



#### Bonus pay

