

GENDER PAY GAP

QANTAS CABIN CREW UK REPORT 2020

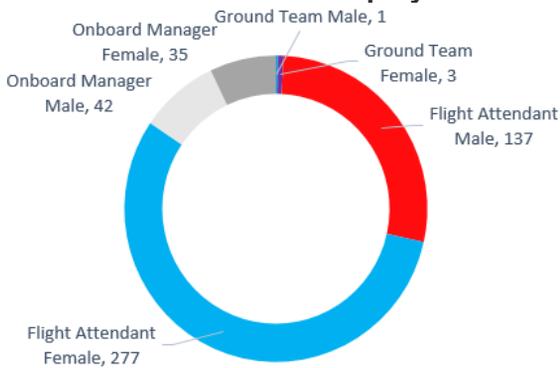


Our people

At Qantas Cabin Crew UK (QCCUK) we value our people's diverse lived experience and believe that our inclusive culture has contributed to our strength and success. Our diversity of thought and experience ensures we understand our customers, make better decisions and get things done safely. We aim to maximise engagement and performance so that we remain an employer of choice in the UK.

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

Total number of employees



Understanding the Gender Pay Gap

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.



Impact of COVID 19 Pandemic

QCCUK has submitted its gender pay gap report, in line with reporting requirements, based on a snapshot of our pay data as of 5 April 2020. It's important to note at this time, as a result of the COVID19 pandemic Qantas Airways, which provides work to QCCUK, had suspended its scheduled international flights and this meant that, like many other UK businesses, a high proportion of QCCUK employees were furloughed.

As per the regulations, all furloughed employees have been excluded from the hourly pay calculations in this year's gender pay gap report. This means that our figures are based on less than 20 employees who were working on that date. Therefore, in this year's submission the overall median and mean gender pay gap are:

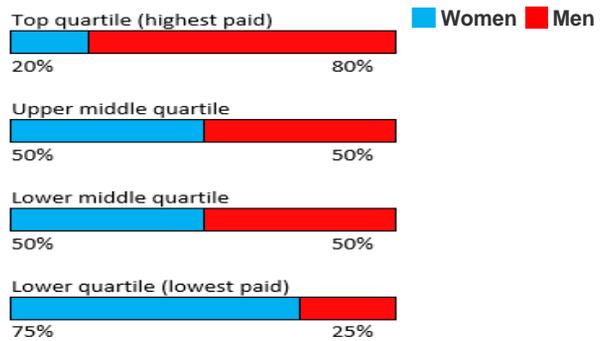
ALL EMPLOYEES	Mean	Median
Women hourly rate of pay	-0.4%	17.6%
Women bonus	N/A	N/A

Pay and bonus data

The median hourly wage for women is 17.6% lower than the median hourly wage for men. The mean hourly wage for women is 0.4% higher than the mean hourly wage for men.

The mean and median bonus pay is shown as 'Not Applicable' as no bonus payments were made to cabin crew during this period. However, it is important to note that ordinarily bonuses to crew are paid equally and are pro-rated for full time and part time employees (as shown in the 2018 and 2019 reports).

Pay Quartiles



Causes of the gender pay gap

At QCCUK, our median gender pay gap has increased significantly from 4.4% in 2019 to 17.6% in 2020 due to the majority of our employees (approx. 97%) being excluded from the gender pay calculation as a result of being furloughed in April 2020. The limited employees working at this time in the capacity of Onboard Manager, which is a more senior position to the role of Flight Attendant, were men. As a result, the above pay quartiles show, 80% of those in the top quartile were men.

If all QCCUK employees had been included in the gender pay gap calculation we would expect the pay gap to have remained below the 2020 UK gender pay gap of *15.5%.

Our focus on the future

We recognise that while the current global context will have a significant impact on what we can achieve in relation to our strategic priorities and our progress, a continued focus will ensure that Inclusion and Diversity is a critical lever in our business recovery and resilience.

We continue to ensure our recruitment strategies at QCCUK drive a commitment to equality.

I confirm the data reported is accurate:

Katherine Gregory – Manager Qantas Cabin Crew UK

*National average sourced from Office of National Statistics

