

GENDER PAY GAP

QANTAS CABIN CREW UK REPORT 2021

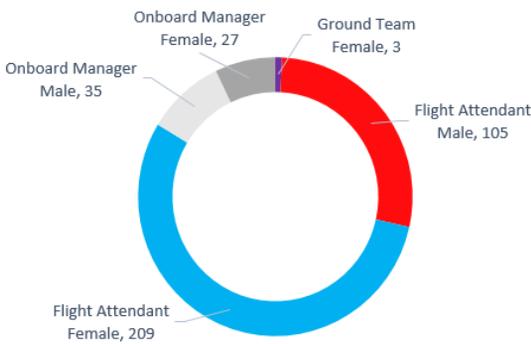


Our people

Qantas Cabin Crew UK (QCCUK) value diversity and believe that an inclusive culture contributes to our success. We have a diverse workforce that reflects Qantas Groups values and are committed to challenging stereotypes and achieving gender balance across our business.

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

Total number of employees



How is the gender pay gap reported?

Gender pay gap legislation requires employers with more than 250 employees in the UK to publish a gender pay gap report. Employers are required to report and publish specific figures based on a snapshot of pay data as of 5 April each year.

The calculation of the figures is explained below:

- The **mean pay gap** is the difference between male and female employees' average hourly pay.
- The **median pay gap** is the midpoint in the range of all employees' average hourly earnings (i.e. all rates of pay are ordered from highest to lowest and the median pay gap is the middle pay).
- The **bonus pay gap** is the difference between the average bonus payments to male and female employees.

Impact of COVID 19 Pandemic

Unfortunately, the results of the last two years have been heavily skewed by the impact of the global COVID-19 pandemic and don't reflect the full picture, with respect to our Gender Pay Gap.

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 2021. Unfortunately, as a result of the COVID19 pandemic Qantas Airways, which provides work to QCCUK, was forced to suspend its scheduled international flights through 2021, and this meant

that approx. 99.7% of QCCUK employees were furloughed (or on another leave) for the majority of 2021.



In accordance with the regulations, all furloughed employees have been excluded from the hourly pay calculations in this year's gender pay gap report. As only one female employee (approx. 0.3% of the QCCUK population) was working as a 'full pay relevant employee' as defined under the UK gender pay gap regulations, there are no other male employee comparators during this period and therefore not possible to provide an hourly pay gap calculation. Therefore, in this year's submission the overall median and mean gender pay gap, as well as the bonus pay gap, are reported as 0% and N/A:

ALL EMPLOYEES	Mean	Median
Women hourly rate of pay	0%	0%
Women bonus	N/A	N/A

Pay and bonus data

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.

Although there were no bonus payments made to crew during this period it is important to note that ordinarily bonuses to crew are paid equally regardless of gender.

The gender pay gap

Due to the number of QCCUK employees furloughed in 2021, the reported figures don't provide an accurate summary of the gender pay gap at QCCUK.



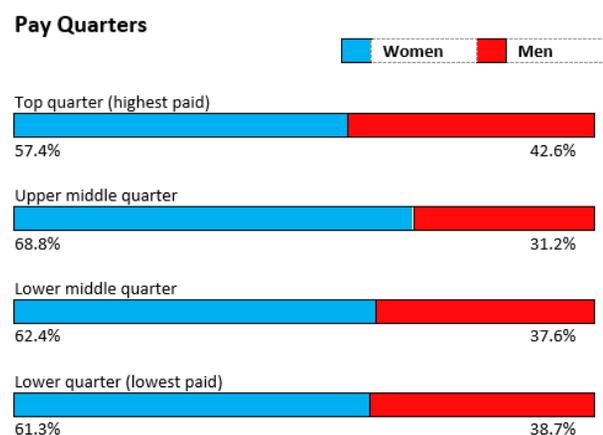


For the purpose of transparency, we conducted a review of our pay on 5 April 2021 as if none of the staff were furloughed. In this review we used the employee base pay and fixed allowances, the only pay information available at this time whilst employees aren't working, to calculate the hourly pay figures.

This review shows that a pay gap does exist between male and female employees within QCCUK, as it resulted in the following mean and median hourly pay gap:

ALL EMPLOYEES	Mean	Median
Women hourly rate of pay	5.7%	0%

In reviewing base pay and fixed allowances the QCCUK employee population falls into the following hourly pay quarters:



As the above pay quarters show, the reason for the mean hourly pay gap of 5.7% is because there are more male employees in the role of Onboard Manager than female employees. The Onboard Manager role is a more senior position and thus receives a higher rate of basic pay.

In addition, as our employee demographics show, in April 2021, there were almost double the number of Flight Attendants that were female (209) than male (105) and therefore more female employees in the lower pay quarters.

Another reason for the mean hourly pay gap, in accordance with the UK Cabin Crew Collective Agreement, employees base pay increases with each year of service until they reach the top of scale after three years' service. On the snapshot date of 5 April 2021, there were more female employees with less than 3 years' service than male employees. Therefore, more female employees at the lower end of the Flight Attendant pay scale.

The median hourly pay gap, calculated on base pay, is showing as 0% as the majority of QCCUK employees are employed in the role of 'Flight

Attendant' which pays the same basic pay and fixed allowances in accordance with the Flight Attendant pay scale, irrespective of gender.

Our focus on the future



Scheduled flights from London returned in November 2021 and the majority of crew returned to work at QCCUK at this time.

Over the last 2 years, there has been significant change in the QCCUK workforce. Since the 2020 Gender pay gap report, as a result of the COVID pandemic, the QCCUK team reduced by approx. 23% (between April 2020 and April 2021). As regular scheduled flights resume and we prepare for the planned return of the A380 Aircraft from London in 2022, we plan to grow the team at QCCUK to be able to operate these flights and continue to ensure our recruitment strategies drive a commitment to equality.

Celebrating our Diversity

We continue to celebrate international women's day and look for opportunities like these to ensure we discuss the importance of Diversity in our workforce.

To mark International Women's Day 2021, the Qantas Group operated 26 all-female crewed flights across the Qantas Group network. The first of those flights, QF922 from Sydney to Cairns, was escorted onto the tarmac by the Aviation Rescue and Fire Fighting Services with four female fire fighters onboard, and liaised with an all-female crew in the Air Traffic Control Tower. The flights were an opportunity to inspire young women and girls to follow a career in aviation so that we achieve greater gender balance in the industry.

I confirm the data reported is accurate:

Kath Gregory, Manager Cabin Crew UK

