



Gender Pay Gap Report 2022

United Kingdom



Cathay Pacific Airways Ltd is committed to creating an inclusive environment for all our people, we value the differences that a diverse workforce brings to the organisation and it considers it a corporate responsibility to be a role model.

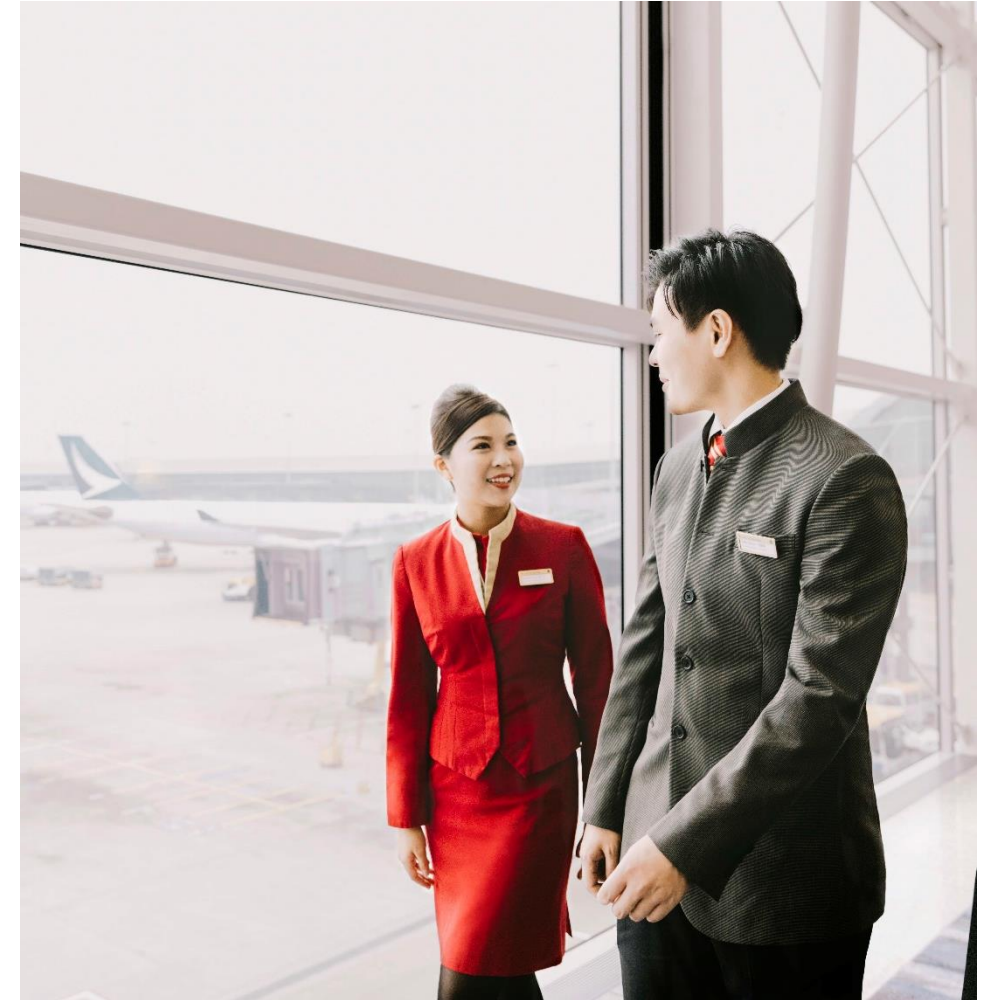
Understanding the Gender Pay Gap



The figures which are to be used must be calculated using a specific reference date – or “snapshot date”. The Snapshot date will be 5th April of each year. This data is also provided to the Government using a Gender Pay Gap Reporting Service.

The Gender Pay Gap is different from Equal Pay. Equal Pay is about men and woman receiving equal pay levels for the same work or work of equal value. As an example female Cabin Crews’ basic salary and variable pay rates are 100% of that of their male equivalents.

The Gender Pay Gap measures the difference in average pay for men compared to the average pay for woman, expressed as a percentage of men’s pay.



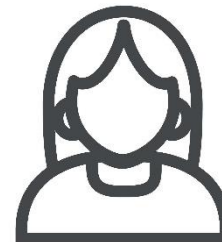


This is the fifth year that Cathay Pacific Airways (UK Branch) has published its Gender Pay Gap report in line with reporting requirement and is based on a snapshot of our pay data as of 5th April 2022.

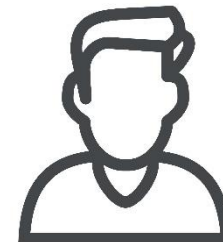
It should be noted that at the time of the snapshot for the data, all of our cabin crew were on reduced pay leave. As per the regulations, these employees have been excluded from the hourly pay calculations in this year's gender pay gap report.

This means that our data is based on 70 ground-based employees who were working at that time. We no longer have any pilots based in the UK.

Based on this the breakdown of employee gender was as follows:



Female
36%

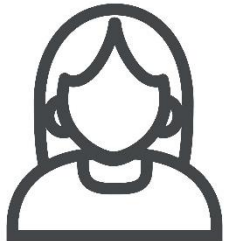


Male
64%

Gender Pay Gap Results

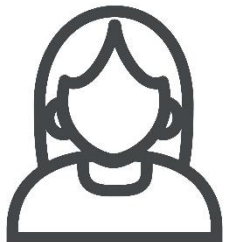
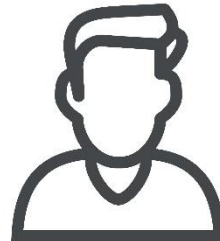


Cathay Pacific Limited (UK Branch) Pay Gap and Bonus Difference between Male and Female UK Employees:



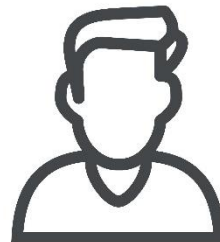
Pay Gap

Mean: 16.1%
Median: 16.8%



Bonus Gap

Mean: 0%
Median: 0%



Mean = the differences between the average earnings of males and females.
Median = the difference between the midpoint in earnings of males and females.

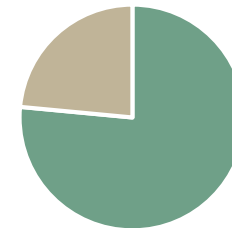




The proportion of males and females receiving a bonus payment is 0% Male & 0% Female. (Cathay Pacific has a profit share scheme in place however it was not payable in 2022 for year 2021).

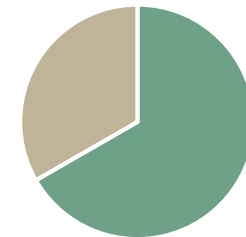
Proportion of Male & Female UK Employees according to Quartile Pay Bands:

Upper Quartile



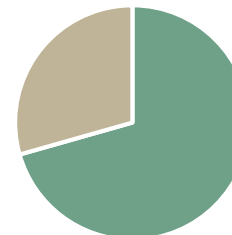
Male: 76.5%
Female: 23.5%

Upper Middle



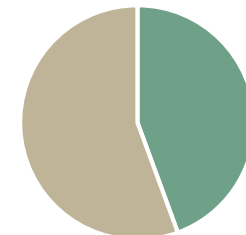
Male: 67.7%
Female: 33.3%

Lower Middle



Male: 70.6%
Female: 29.4%

Lower Quartile



Male: 44.4%
Female: 55.6%

● Male ● Female

Summary



At Cathay Pacific Airways Limited we are confident that whilst a small gender pay gap exists, this is not an equal pay issue. The Gender Pay Gap is influenced by the salaries and gender profile of our engineering team who make up 39% of our ground employees and in common with the rest of the aviation industry engineers are predominantly male and salaries are higher than average which increases the Gender pay Gap.

Our organisation continues to build and grow in the area of diversity and inclusion and has a clear Diversity & Inclusion agenda. Our established 'Cathay Women's Network' continues to ignite meaningful conversations on gender diversity, and drive impact action to support our female community.

We are proud to have women represented at different levels of our organisation. However, we know that there is more to be done to address the challenges faced by our female colleagues and that's something we are working on. We are in the second year of our local *Womentorship Programme*, a mentoring programme aimed to empower our many talented people with an opportunity for career and self-development.

As a member of International Air Transport Association (IATA) and a signatory to its 25by2025 programme (which amongst other commitments aims to increase the number of women in senior positions and under-represented areas by 25%, or up to minimum of 25% by 2025), we are committed to significantly improving gender equality across Cathay Pacific and the aviation industry.

I confirm that the information in this statement is accurate.

Scott McEwan

Regional Head of People, Europe
Cathay Pacific Airways Limited

24 March 2023



