

# UK Gender Pay Gap Report 2017

Cathay Pacific Airways Ltd is committed to creating an inclusive environment for all our people and values the differences that a diverse workforce brings to the organisation.

## Understanding the Gender Pay Gap

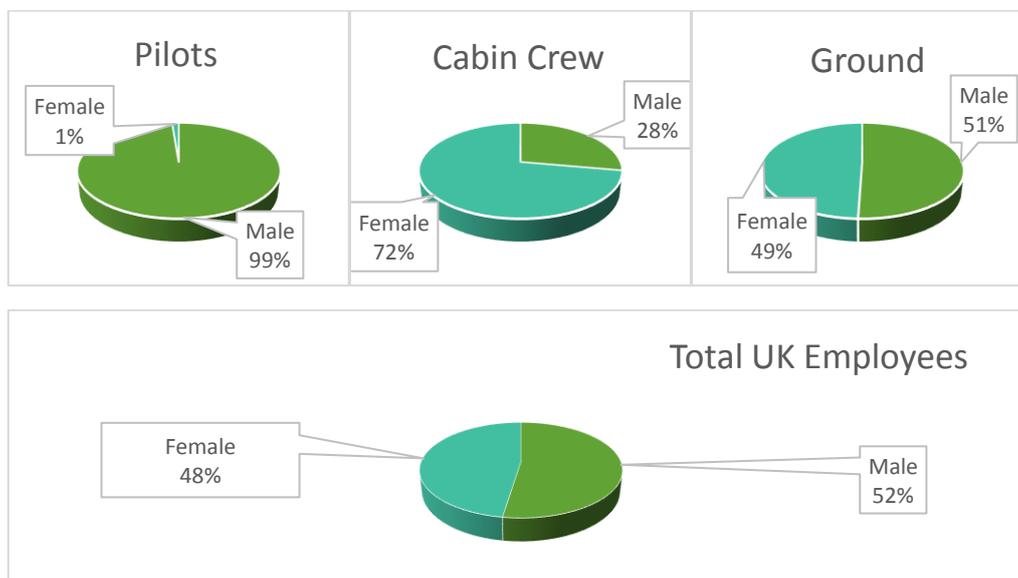
Under new laws, all employers in the UK with 250 or more employees must publish and report specific figures about their gender pay gap. This became effective from April 2017.

The figures which are to be used must be calculated using a specific reference date – or “snapshot date”. The Snapshot date will be 5<sup>th</sup> April of each year. The company then has 12 months from the Snapshot date to publish the figures and the statement on our UK Company website. The data must also be 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 Pilots’ and 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 first year that Cathay Pacific Airways (UK Branch) has published its Gender Pay Gap report. On the snapshot date of 5th April 2017, the breakdown of employee gender was as follows:



## Cathay Pacific Ltd (UK Branch) Gender Pay Gap Results

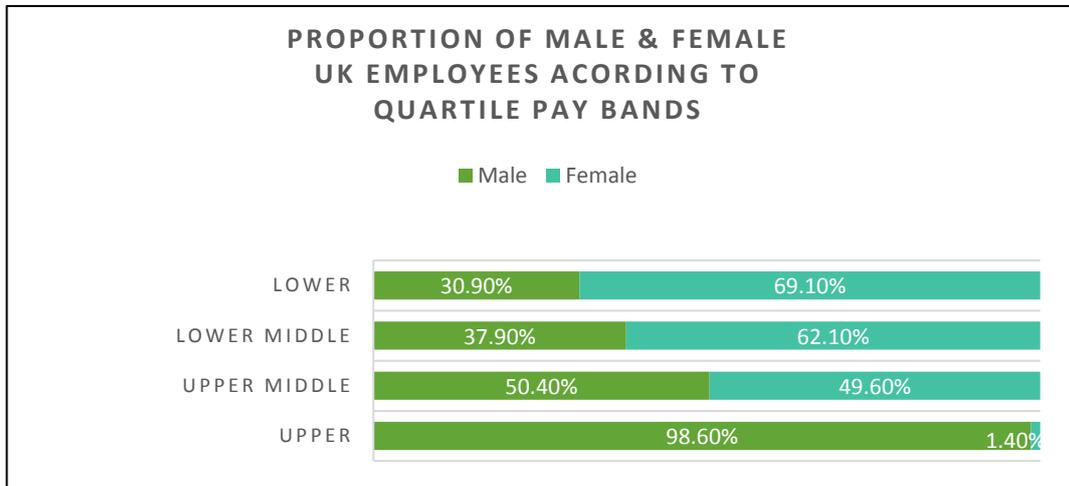
Pay Gap and Bonus Difference between Male and Female UK Employees

	Mean (Average)	Median (Centre point)
Gender Pay Gap	46.7%	45.7%
Gender Bonus Gap	0%	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 year 2016/17).



### Summary

At Cathay Pacific Airways Ltd we are confident that all pay scales are applied consistently throughout the organisation for both men and women. The gap predominantly stems from having fewer females in our Pilot community, a group that makes up over a quarter of our UK employees. If we exclude the Pilot community from the calculation the gap narrows considerably with the Mean and Median being 2%, well below the current national median of 18.1%.

We are confident that whilst we are presented with a large gender pay gap, that this is not an equal pay issue.

Cathay Pacific Airways Ltd is seeking to encourage more women to become pilots and progress through the ranks to senior pilot and management pilot positions.

Overall, we will continue to review our policies and procedures and compare them with sector and best practice arrangements to ensure we build on our diversity within the organisation.

I, Scott McEwan, People Manager UK/Ireland, confirm that the information in this statement is accurate.

