

UK Gender Pay Gap Report 2018

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

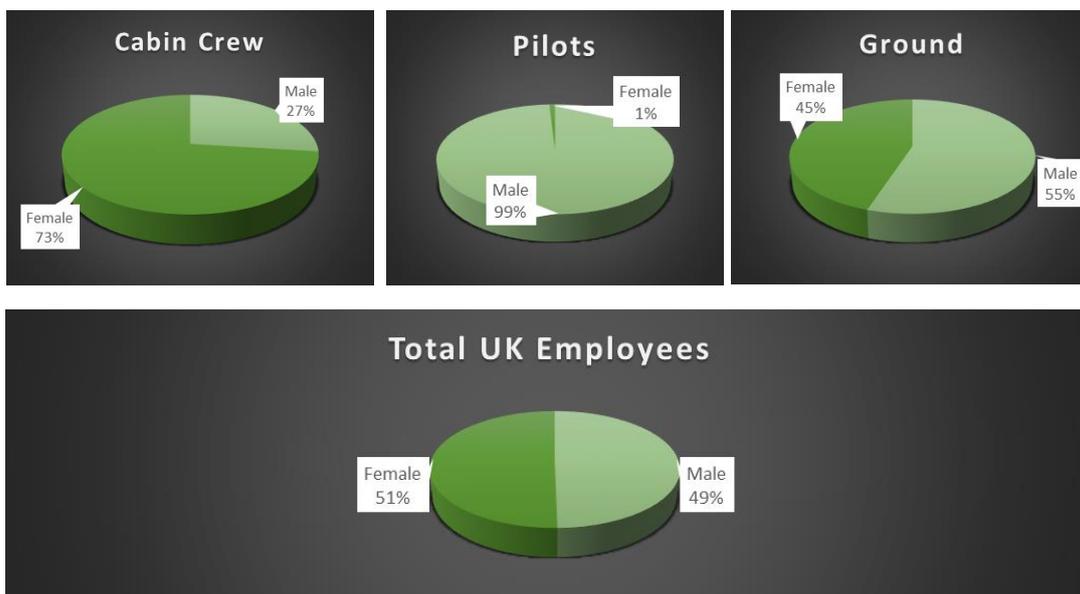
Since 2017, all employers in the UK with 250 or more employees must publish and report specific figures about their gender pay gap. This is our second year of reporting and we are pleased that our overall gender pay gap this year has decreased.

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 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 second year that Cathay Pacific Airways (UK Branch) has published its Gender Pay Gap report. On the snapshot date of 5th April 2018, the breakdown of employee gender was as follows:



Cathay Pacific Ltd (UK Branch) Gender Pay Gap Results

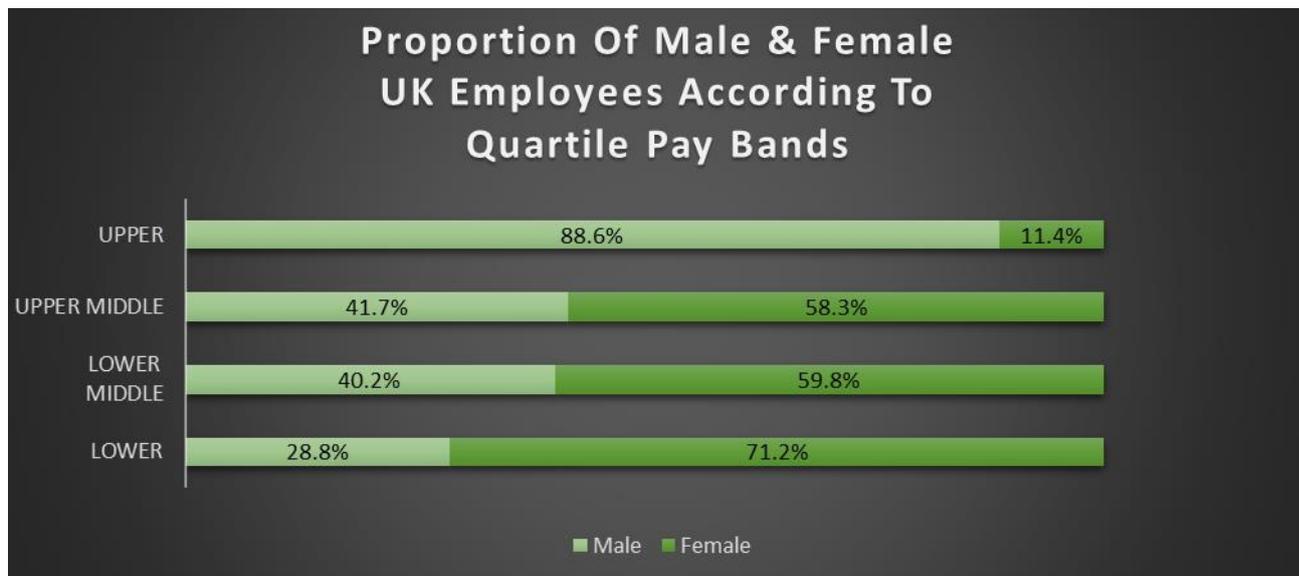
Pay Gap and Bonus Difference between Male and Female UK Employees

	Mean (Average)	Median (Centre point)
Gender Pay Gap	42.1%	37.4%
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 2018 for year 2017).



Summary

At Cathay Pacific Airways Ltd we are confident that whilst a gender pay gap exists, this is not an equal pay issue. Pilots are in one of the highest earning roles in our UK business and the gap predominantly stems from having significantly fewer females in our Pilot community, a group that makes up over twenty percent of our UK employees. If we exclude the Pilot community from the calculation the gap narrows considerably with the median being 3%, well below the current national median of 17.9%.

Over the past year our organisation has been building and growing in the area of diversity and inclusion. In seeking to encourage more women to become pilots and progress through the ranks to senior Captain and management pilot positions, targets have been set aiming to have female pilots account for at least 10% of all pilots recruited at Cathay Pacific by 2023. We established the 'Cathay Women's Network' in 2018 to raise awareness on gender equality issues and showcase the power of diversity in the workplace. The senior leadership team remains committed to balancing the scales and looking at ways to develop a healthier pipeline for women in the organisation and this year also saw the launch of a male allies programme, spearheaded by our CEO, calling for male colleagues to make a pledge to take action in championing our female employees.

For the way ahead, we continue to raise awareness of diversity and inclusion, reviewing our policies and practices and comparing them with sector and best practice arrangements to ensure we continue to build and grow an inclusive culture across our organisation.

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

