



## **EMERALD AIRLINES**

# **GENDER PAY GAP REPORT 2024**

## Emerald Airlines Ireland Ltd.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

The Gender Pay Gap is a measure based essentially on pay averages across an organisation. It takes no account of the different roles that people occupy.

At Emerald Airlines, Inclusion and Diversity is at the heart of everything we do, we know that diverse teams create better results.

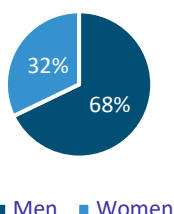
Pay Equity is the principle that people doing the same work should receive the same pay, allowing for legitimate differences such as tenure and experience.

It is perfectly possible for an organisation that pays its people fairly and equitably within different roles to have a Gender Pay Gap. The existence of a Gender Pay Gap does not in itself mean that there is any problem with Pay Equity.

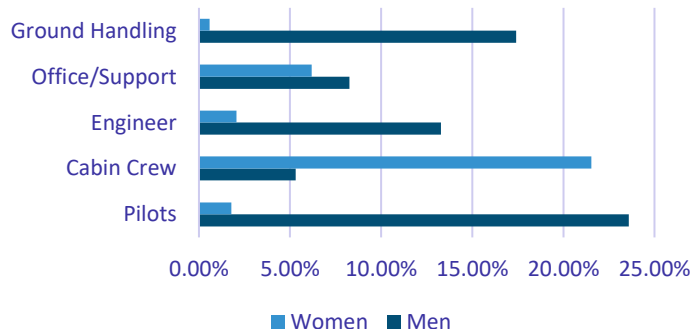
Emerald Airlines has strong pay equity principles in place, ensuring that our male and female employees are paid equitably for the work they do, based on experience and performance.

We are reporting on 339 employees using a snapshot date of 30 June 2024. Of those 318 employees at that time, 229 (68%) were men and 110 (32%) were women. Part-time workers accounted for 21 of our people.

### Overall Gender Distribution



### Gender Distribution by Department



***At Emerald Airlines, we are committed to creating a diverse and inclusive work environment where people are valued for their skills, experiences, and unique perspectives. Integrated into our core values is our commitment to diversity and inclusion. We believe that a diverse workforce is central to our success.***

## What is our Gender Pay Gap?

Difference Between Male and Female	Mean (average)	Median (middle)
Gender Hourly Pay Gap	28%	23%
Part-Time Gender Hourly Pay Gap	67%	71%

The mean gender pay gap is the difference between women's average hourly remuneration and men's average hourly remuneration.

The median gender pay gap is the difference between women's median hourly remuneration (the middle paid woman) and men's median hourly remuneration (the middle paid man). The median hourly remuneration is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly remuneration of the person in the middle.

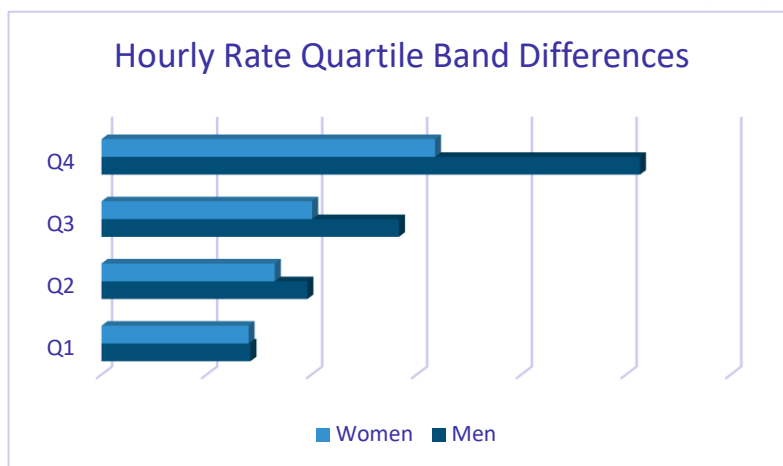
In 2024, we had a mean gender pay gap of 28%. However, this is largely driven by the representation of women in areas such as the pilot population. At our Dublin base, 6.5% of our pilots are women and we are targeting this being 10% for 2025.

The large pay gap with part-time employees reflects the male part-time population being predominantly flight crew and the female group being all cabin crew.

Our Engineers, Pilots, Cabin Crew and Ground Crew represent 82% of our total workforce and are paid in accordance with negotiated agreements, under which female employees are paid the same pay rates as their male colleagues.

*Note: we have not reported on Bonus payments this year, as outside of commission payments to Cabin Crew, the numbers receiving a bonus payment are too small to make it a significant sample. No Benefits in Kind were received by staff during the reporting period.*

## Proportion of males and females in each pay quartile



### Comment

The hourly gender pay gap reported across all companies in Ireland for 2023 is 11.2% and in the EU the average gender pay gap was 12.7% (2021). Typically, the gender pay gap in aviation is on average 33.5% (2023). The overall mean gender pay gap in Emerald is 28%.

When we analyse the quartiles, we can see that the significant gap is at the upper quartile level, which is predominantly representing our pilot population.

Of note is the mean and median gender pay gap for part time workers. When we examine who makes up this group, we can note two factors that contribute to this (1) the number of part time workers is small and relatively equal (11 women and 10 men) and (2) the men in the sample are predominantly part time Pilots, a higher paid group and the women in the sample group who are predominantly part time Cabin Crew.

Like many other companies, our hourly pay gap is driven by having fewer female than male colleagues and primarily by having fewer females in senior roles. Our Pilot and Engineering groups are affected by the global issue of fewer women working in these areas.

## Closing our Gender Pay Gap

As a traditionally male-orientated industry, we understand that increasing the number of females in our business is a challenge. Women tend to be underrepresented in senior roles in the aviation industry and particularly in Pilot and Engineering jobs. Changing this will take time, but Emerald will continue to address this disparity.

We will continue to hire more female pilots and actively encourage women into our Engineer apprenticeship programme.

We ensure that all our hiring practices promote diversity and inclusion.

Our policies support diversity in Emerald and we actively promote an inclusive and equitable work environment.