

Gender Pay Report 2020

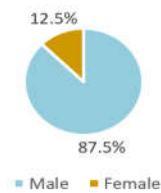


Under new laws, all employers in the UK with 250 or more employees must now report figures based on statutory calculations. The Gender Pay report for Hagondale Limited provides a snapshot view of the gender balance and aims to capture the gap in earnings of all colleagues irrespective of their role, department or seniority.

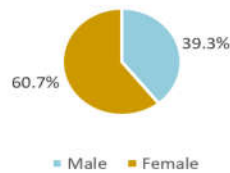
**The figures in this report are based on the snapshot date of 5th April 2020.
On this date 45.9% of colleagues were male and 54.1% were female.**

-----Proportion of Male & Female Employees According to Quartile Pay Bands-----

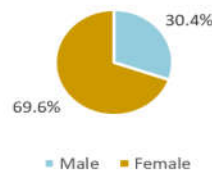
Top Quartile



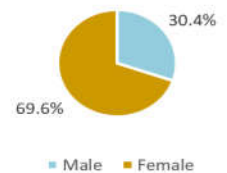
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



-----Gender Pay and Bonus Gap-----

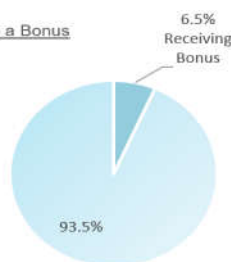
The difference between male and female pay:

	Mean	Median
	Average	(Centre Point)
Gender Pay Gap	37.9%	30.2%
Gender Bonus Gap	100.0%	0.0%

The gender pay and bonus gaps within Hagondale Limited are influenced by the salaries and gender of its Directors and Engineering teams who earn relatively high salaries compared to other colleagues, and the large number of Cabin Crew who are traditionally female and on a lower pay scale.

-----Proportion of Male & Female Employees Receiving Bonus Pay-----

Males Receiving a Bonus



Females Receiving a Bonus



We are confident that whilst we are presenting a gender pay gap that this is not an equal pay issue. At Hagondale Limited we are confident that both men and women are paid equally for doing equivalent jobs across our business. The gap predominantly stems from having fewer females in certain roles which is consistent with the wider industry.

I confirm the data reported is accurate.

Stefan Payne
Chief Financial Officer