

**easyJet** plc

# 2020 GENDER PAY REPORT

April 2021





## Johan Lundgren, CEO of easyJet plc

At easyJet we strongly believe that our people should reflect the diversity of our customers and the communities in which we operate – we think that not only does this make good business sense, it is simply the right thing to do. easyJet has continued to focus on creating an inclusive and energising environment taking action to support attracting the best talent into the airline and enabling our people to innovate and grow regardless of background, belief or preferences.

easyJet has submitted its gender pay gap report, in line with reporting requirements, based on a snapshot of our pay data as of 5 April 2020. It's important to note at this time easyJet's fleet was fully grounded and this meant that, like many other UK businesses, a high proportion of UK employees were furloughed

including most of our pilots and cabin crew. As per the regulations, all furloughed employees have been excluded from the hourly pay calculations in this year's gender pay gap report. This means that our figures are based on less than 1,000 ground-based employees who were working at that time. Therefore, in this year's submission the overall median gender pay gap across our reporting entities for UK employees not on furlough was 12% and the mean gap was 7.4%.

We have always been clear that our gender pay gap is not due to an issue with equal pay and that the biggest single factor influencing it is the gender imbalance in our pilot community which is a known, industry-wide challenge that will take many years to reverse. This year's submission figures, which include significantly fewer pilots, clearly demonstrates this further by showing that when this community are not included, the gender pay gap is significantly narrowed.

## 2020 statement continued

We remain focused on further improving the gender balance, including across senior roles through our succession planning which aims to grow and retain our female talent pipeline. This will be critical to maintaining and improving this representation in the future. This of course is alongside continuing to support improvement in the gender imbalance within the pilot community in the long term by ensuring there is a more diverse pipeline of talent for future recruitment.



In the last year we have continued with our commitments and delivered training and development to our people. We have supported cross industry partnerships to develop not only our people but also our practices. We are committed to further enhance our understanding of the actions needed to further improve the gender balance across all areas including senior leadership.

We are also delighted that for the second year running we received the Management Today Britain's Most Admired Company award for the Transport sector including the Diversity and Inclusion category and a Glassdoor Best places to work award.



# Statutory results for our legal entities:

Our statutory results for 2020 reflect that we have reporting obligations across two separate legal entities. Our UK engineering workforce is employed by easyJet UK Limited and all other employees are employed by easyJet Airline Company Limited.

Entity with > 250 employees	Hourly pay difference between M & F employees		Proportion of employees in quartiles				Bonus payment difference between M & F employees		% of employees receiving a bonus	The directors listed below have confirmed that this report is accurate for the respective entities
	Mean	Median	Upper (A)	Upper Middle (B)	Lower Middle (C)	Lower (D)	Mean	Median		
easyJet Airline Company Limited	21.8%	17.3%	M 68%	M 66%	M 60%	M 44%	63.9%	35.0%	M 72.8%	 <b>Maaïke De Bie</b> , Group General Counsel & Company Secretary
			F 32%	F 34%	F 40%	F 56%			F 93.8%	
easyJet UK Limited	20.8%	26.5%	M 96%	M 96%	M 89%	M 84%	20.5%	20.5%	M 78.7%	 <b>Maaïke De Bie</b> , Group General Counsel & Company Secretary
			F 4%	F 4%	F 11%	F 16%			F 72.7%	