

UK Gender Pay Gap Report 2020

Cathay Pacific Airways Ltd is committed to creating an inclusive environment for all our people, we value the differences that a diverse workforce brings to the organisation and it considers it a corporate responsibility to be a role model.

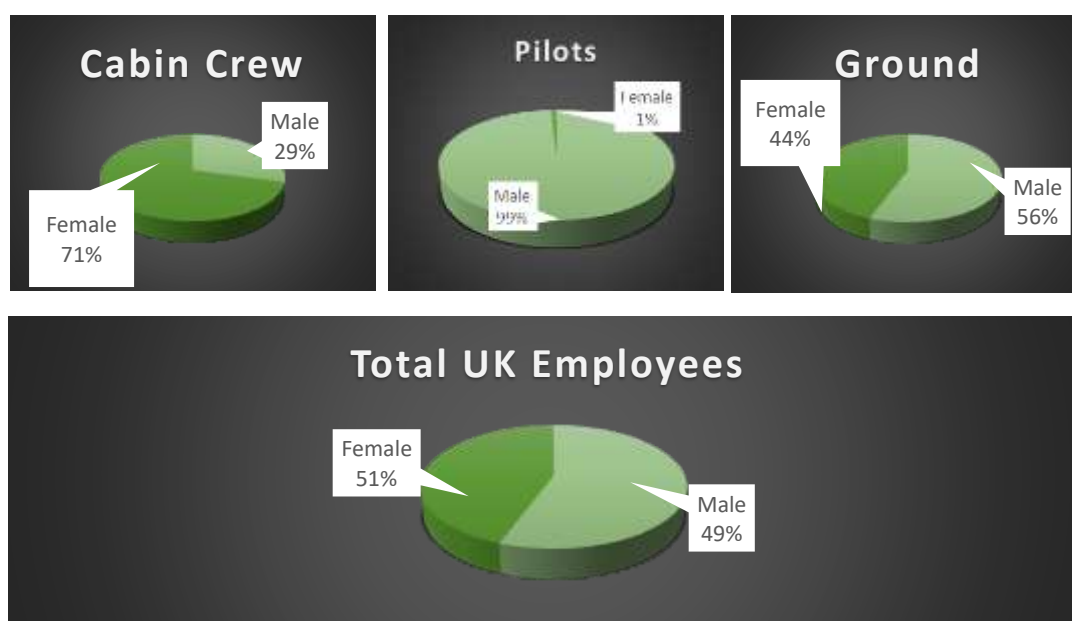
Understanding the Gender Pay Gap

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 third year that Cathay Pacific Airways (UK Branch) has published its Gender Pay Gap report. On the snapshot date of 5th April 2020, the breakdown of employee gender was as follows:



Cathay Pacific Ltd (UK Branch) Gender Pay Gap Results

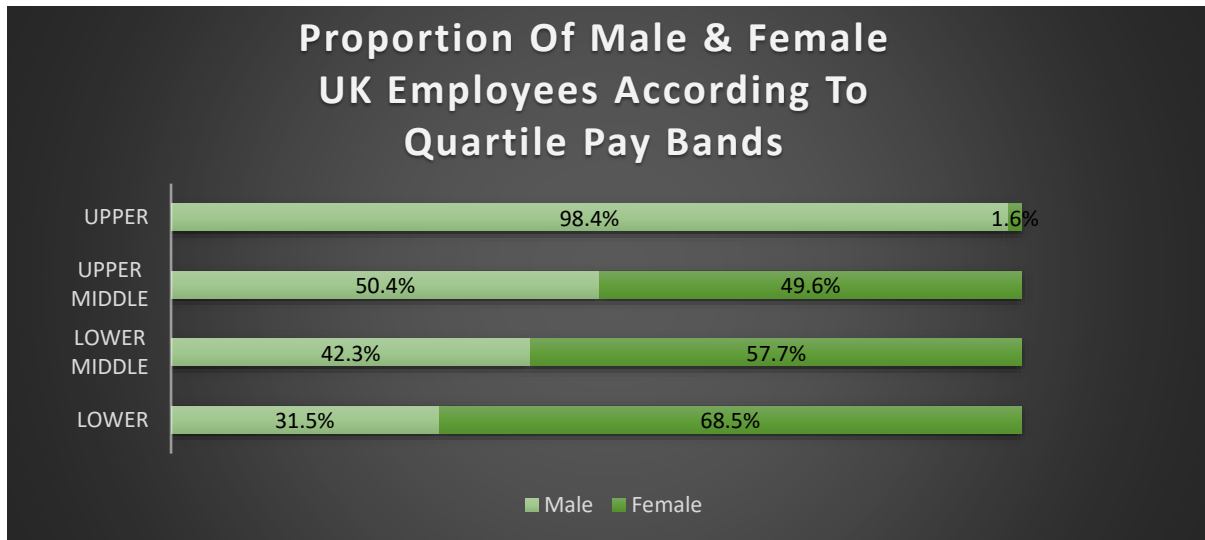
Pay Gap and Bonus Difference between Male and Female UK Employees

	Mean (Average)	Median (Centre point)
Gender Pay Gap	51.6%	54.6%
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 2020 for year 2019).



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 1%, well below the 2020 national median of 15.5%.

Our organisation continues to build and grow in the area of diversity and inclusion and has a clear Diversity & Inclusion agenda. 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. Our established 'Cathay Women's Network' continues to ignite meaningful conversations on gender diversity, and drive impact action to support our female community.

We are proud to have women represented at different levels of our organisation. However, we know that there is more to be done to address the challenges faced by our female colleagues and that's something we are working on. We are working on championing change, creating greater awareness of the gaps and issues that need addressing, educating people of the barriers and challenges some of our woman face and much more.

I, Scott McEwan, Regional Head of People Europe, confirm that the information in this statement is accurate.

