

# Gender Pay Gap Report 2020

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Wizz Air UK Limited



# **GENDER PAY GAP REPORT - 2020**

**Marion Geoffroy – Managing Director  
Wizz Air UK Limited**



I am pleased to set out Wizz Air UK's 2020 Gender Pay Gap Report. As part of our commitment to promote openness and transparency, and constantly thriving to do better on equality, diversity and inclusion issues.

Diversity and Inclusion is a fundamental part of our business strategy. We pride ourselves on being an equal-opportunities and an equal pay employer. We value our workforce and are proud to have them representing the airline every day, being the face of one of Europe's fastest growing and most sustainable airlines. We understand a diverse range of thoughts, skills and experience are needed to deliver our company vision and our colleagues are at the heart of this.

The gender diversity of the Wizz Air UK Flight and Cabin Crew reflect the local and global trends that are present across the industry. This means that the composition of the flight crew is mainly male with the cabin crew being more female dominated. Therefore, our gender pay gap is not due to an issue with equal pay and the biggest factor influencing it is the gender imbalance in our Flight and Cabin Crew communities. This is a known industry-wide challenge that we are committed to tackling.

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*2020 Statement Continued,*

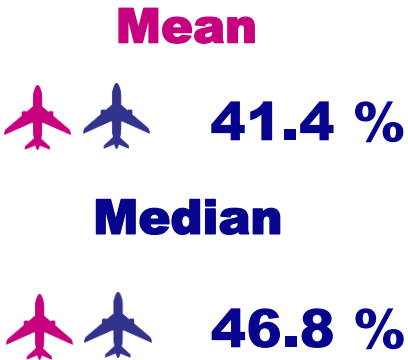
At Wizz Air Group level, we are committed to employing 1,000 female pilots by 2027, with our Cabin Crew to Captain development programme set to play a key role in achieving this objective. We have also set ourselves a target of reaching 50% gender diversity within office-based roles by 2030.

At Wizz Air UK, we remain committed to making our workplace as inclusive as possible.

Wizz Air UK has submitted our Gender Pay Gap report in line with reporting guidelines using our pay data with respect to the snapshot date of 5th April 2020. This was an extremely challenging time globally within the aviation sector going through unprecedented circumstances. During April 2020 we had grounded the entire fleet with most of our employees being furloughed, this has resulted in over 95% of employees being excluded from the hourly pay calculation section of this report.

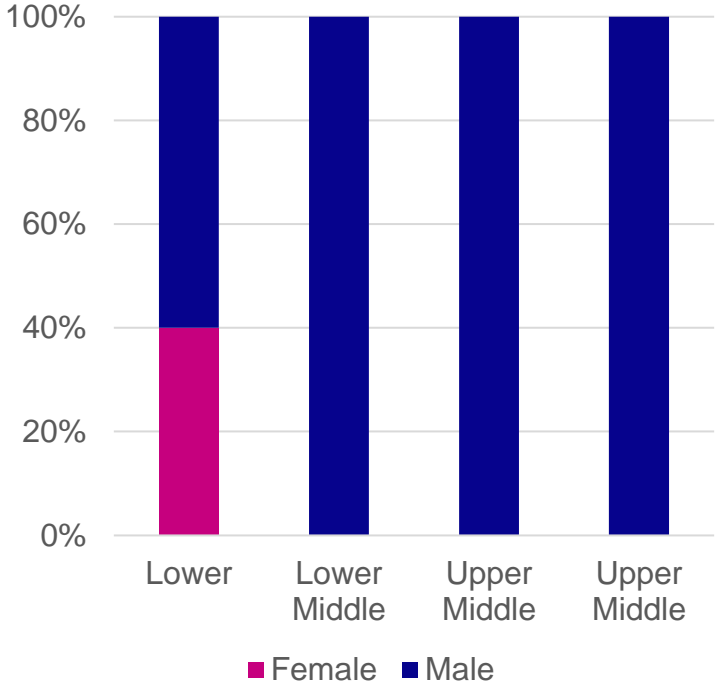
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## Hourly Pay Gap Between M & F Employees

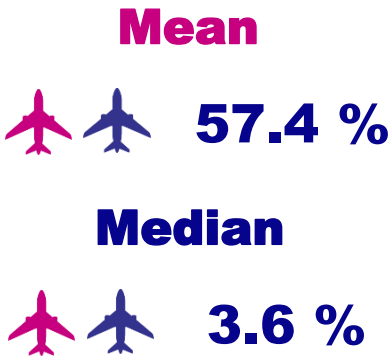


As the data set was restricted due to employees being on furlough. The Mean and Median hourly pay gap are calculated with a data set that is 90% male and 10% female.

## Proportion of Employees by Quartile

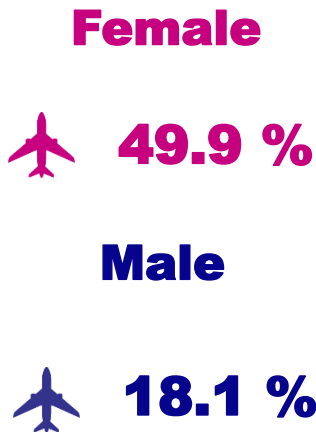


## Bonus Pay Gap Between M & F Employees



As the bonus data includes Director remuneration, this means the average bonus paid to male employees was 57.38% higher than bonus payments to female employees (mainly Cabin Crew). This also influences the median difference to be 3.63% between male and female bonus payments.

## % of Employees Receiving a Bonus



A higher proportion of our female employees received bonus pay.

This data reported is accurate for Wizz Air UK Limited for the snapshot date of 5<sup>th</sup> April 2020



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