

# Gender Pay Gap Report 2021

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Wizz Air UK Limited



# **GENDER PAY GAP REPORT - 2021**

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



I am pleased to set out Wizz Air UK's 2021 Gender Pay Gap Report. As we develop our business, we continue our commitment of openness and transparency. We are constantly striving to improve on equality, diversity and inclusion matters.

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 greenest 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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## *2021 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.**

**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 2021. Similarly to our 2020 data, this years data was severely impacted by the Covid-19 pandemic. This was an extremely challenging time globally with significant restrictions placed on international travel. During April 2021 we had partially grounded the UK fleet with most of our employees being flexibly furloughed. This has resulted in over 94% of employees being excluded from the hourly pay calculation section of this report.**

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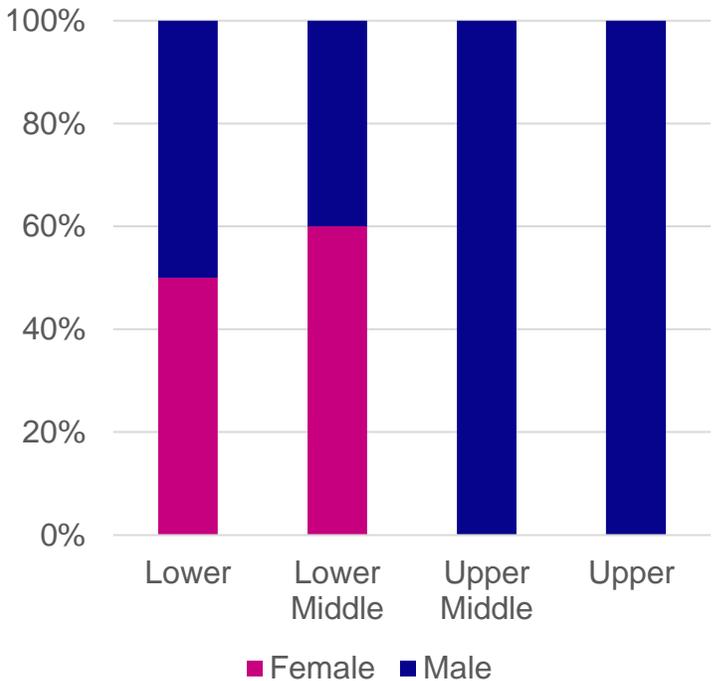
## Hourly Pay Gap Between M & F Employees

**Mean**  
  **63.0 %**

**Median**  
  **60.5 %**

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 73.7% male and 26.3% female.

## Proportion of Employees by Quartile



## Bonus Pay Gap Between M & F Employees

**Mean**  
  **71.8 %**

**Median**  
  **59.2 %**

As the bonus data includes Director remuneration, this means the average bonus paid to male employees was 71.76% higher than bonus payments to female employees (mainly Cabin Crew). We made bonus payments to 97.6% of employees. The median difference is 59.2% in favour of female bonus payments when compared to male bonus payments.

## % of Employees Receiving a Bonus

**Female**  
 **95.7 %**

**Male**  
 **99.4 %**

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 2021



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