



2019 Gender Pay Gap Report



FOREWORD BY ADAM SHERMAN, AIR BUSINESS GROUP MANAGING DIRECTOR

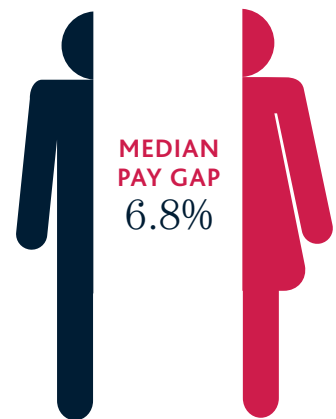
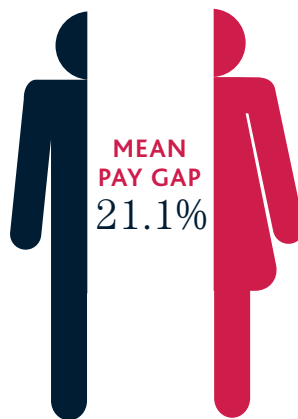
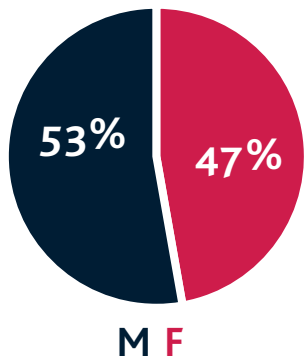
I am once again pleased to share our gender pay gap report for the past year. At Air Business, one of our core values central to our identity is accountability. This involves being fully transparent on how we operate as a business.

I am proud to share that Air Business' gender split was almost even for 2018 with a 53% male and 47% female workforce. This is well above our industry average. However, we are not complacent about this and are constantly committed to improving these figures and taking proactive steps to ensure complete equality of opportunity throughout both our recruitment and internal career succession practices.

I can confirm that all the data within this report is accurate and calculated in accordance with legislative requirements for the snapshot date of 5th April 2018.

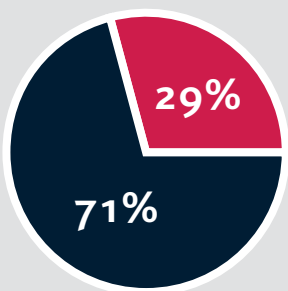
Adam Sherman
Group Managing Director, Air Business

MALE TO FEMALE SPLIT THROUGHOUT WHOLE COMPANY

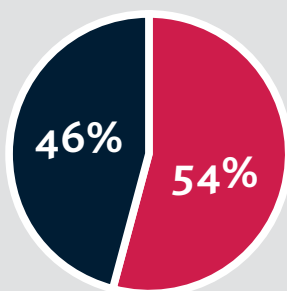


MALE TO FEMALE SPLIT FOR INDIVIDUAL QUARTILES

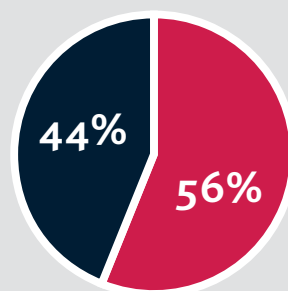
UPPER QUARTILE



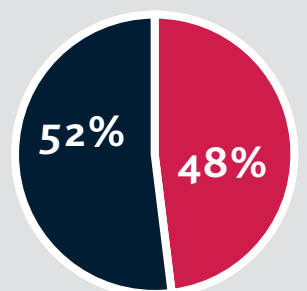
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE





2018 Gender Pay Gap Report



FOREWORD BY ADAM SHERMAN, AIR BUSINESS GROUP MANAGING DIRECTOR

At Air Business, we live by the three core values of integrity, accountability and accessibility. In light of these values, I very much welcome the opportunity to share our gender pay report and fully support the government's attempts to make businesses take more pro-active steps to narrow the UK's gender pay gap.

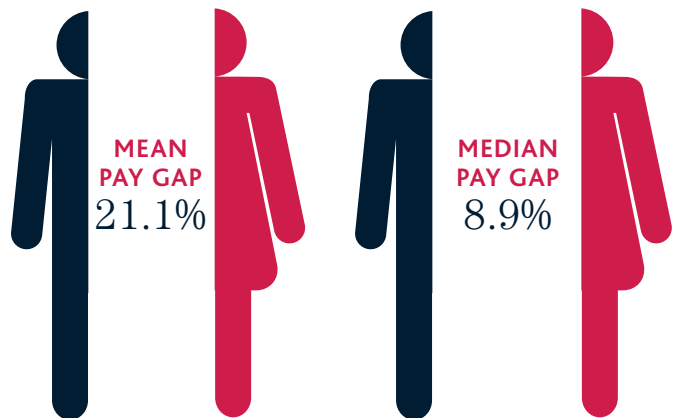
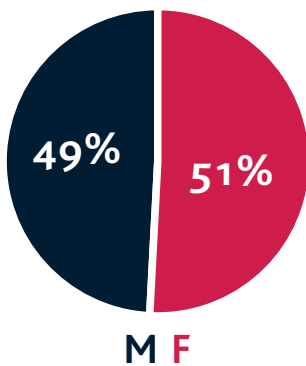
I am incredibly proud to share that Air Business' current gender split is well above our industry average, with an almost even split between male (49%) and female (51%) employees. Additionally, I believe it is very encouraging that our mean gender pay gap figure of 4.8% is well below the UK economy benchmark figure of 18.1%.

I do acknowledge that there is greater work to be done throughout Air Business to reduce the gender pay gap further within the individual quartiles of the company. We are fully committed to this and are implementing practical steps to achieve this through development and succession planning with our employees to ensure rewarding career paths for everyone.

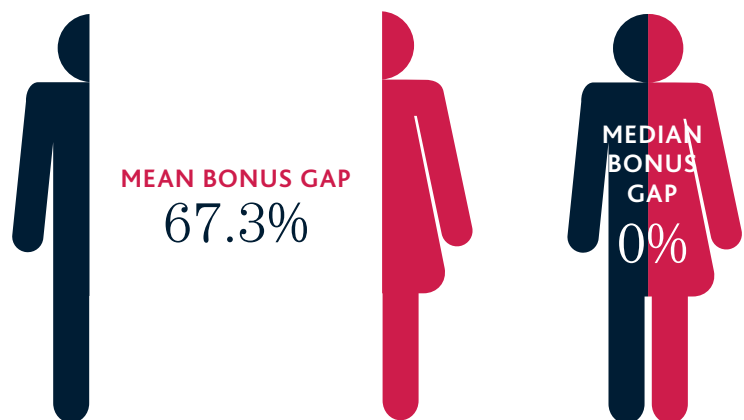
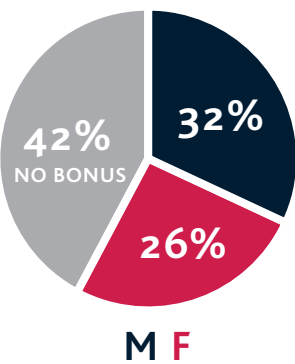
I can confirm that all the data within this report is accurate and calculated in accordance with legislative requirements for the snapshot date of 5th April 2017.

Adam Sherman
Group Managing Director, Air Business

MALE TO FEMALE SPLIT THROUGHOUT WHOLE COMPANY

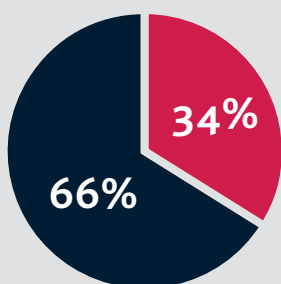


MALE TO FEMALE BONUS SPLIT THROUGHOUT WHOLE COMPANY

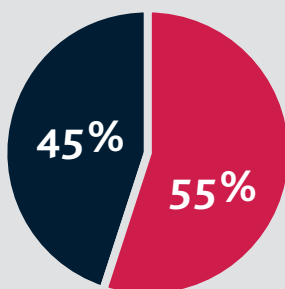


MALE TO FEMALE SPLIT FOR INDIVIDUAL QUARTILES

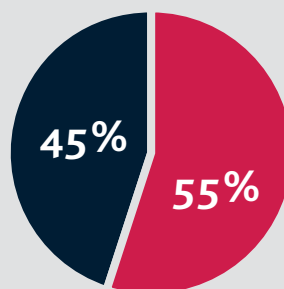
UPPER QUARTILE



UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE

