



SOCIETE AIR FRANCE

Air France

UK Employees

Gender Pay Gap Report 2020



Here at Air France in the UK we proudly believe that all employees, regardless of gender, should have equal opportunities and fair pay. This is built upon the Corporate Air France KLM Group Social Rights & Ethics Charter, which states 'Equality must be guaranteed between men and women in terms of employment, working conditions, career opportunities and remuneration'.

Air France in the UK employs 61% women and 39% men in mainly commercial, office based roles, including our European Sales & Service Centre. We do not locally employ pilots or cabin crew.

Our global business brings people, economies and cultures together, and drives economic growth and social progress. We begin each day with the renewed commitment to equality and diversity within the workplace and are proud that our business is reflected in the hugely diverse, multi-cultural workforce we employ.

A handwritten signature in black ink that reads "Bénédicte Duval". The signature is written in a cursive style with a horizontal line underneath the name.

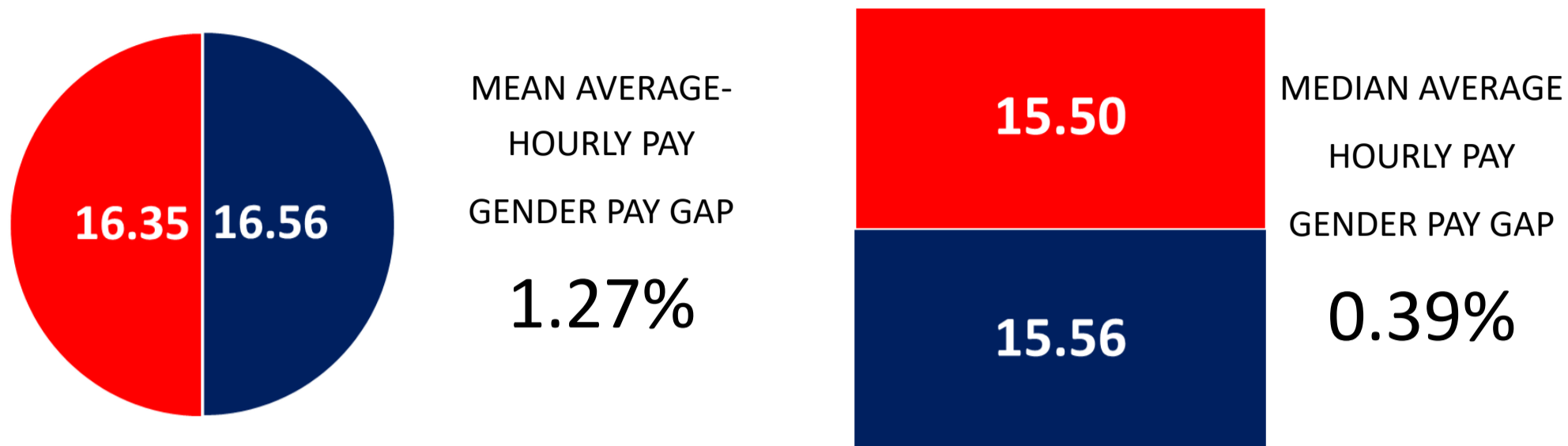
Bénédicte Duval

General Manager UK & Ireland, AIR FRANCE KLM

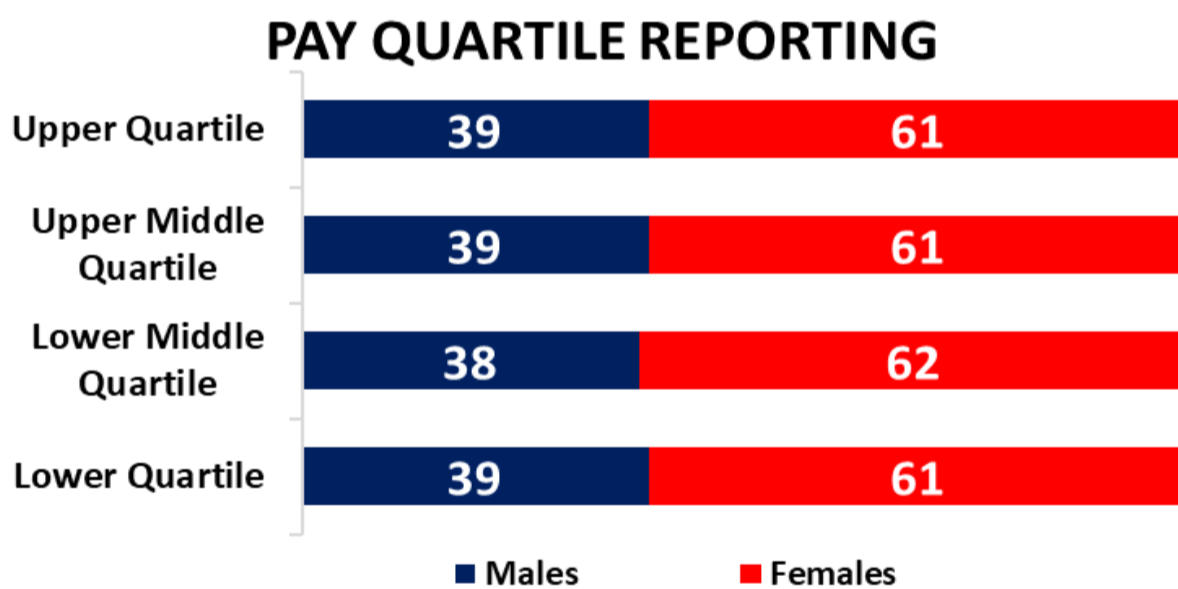
Air France UK Employees - Gender Pay Gap report 2020



The information within this report is provided in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, using the **Snapshot date of 05 April 2020**. The company name used for reporting purposes is Société Air France.



The mean average for hourly pay is 1.27% more for the average male employee. When using the median value the hourly pay is 0.39% more for the average male employee.



The gender population split of 60% Females and 40% Males is reflected throughout the 4 quartiles.

BONUS GENDER PAY GAP



88% of Females and 93% of Males received a bonus in the 12 months to 05 April 2020. The bonus gap has increased due to a majority of new recruits being female and not eligible for profit share in 2019.