



SOCIETE AIR FRANCE

Air France

UK Employees

**Gender Pay Gap Report
2017**



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 "B Duval". The signature is written in a cursive style with a horizontal line underneath the name.

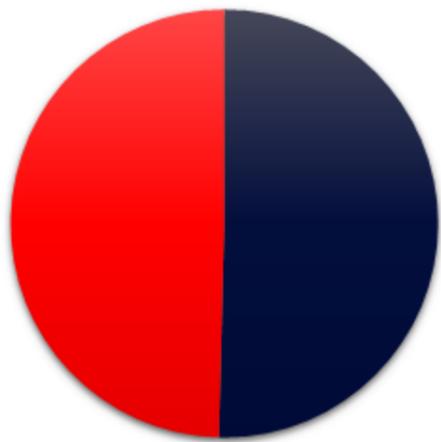
Bénédicte Duval

General Manager UK & Ireland, AIR FRANCE KLM

Air France UK Employees

Gender Pay Gap Report 2017

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



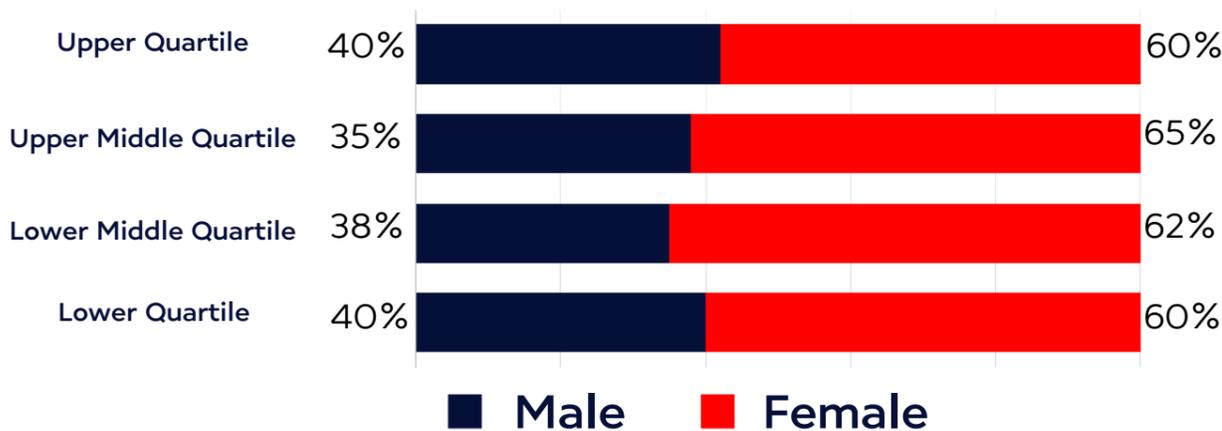
**MEAN AVERAGE
HOURLY PAY
GENDER PAY GAP
1.61%**



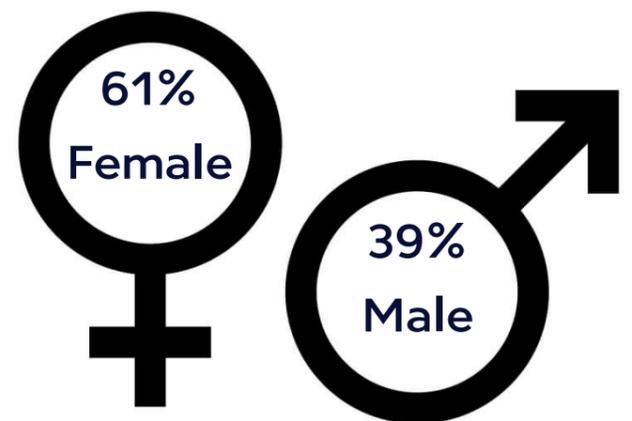
**MEDIAN AVERAGE
HOURLY PAY
GENDER PAY GAP
-0.07%**

The mean average for hourly pay is 1.61% more for the average male employee. When using the median value the hourly pay is 0.07% more for the average female employee.

PAY QUARTILE REPORTING



GENDER POPULATION SPLIT



Our work force is made up of a 61% female and 39% male population. This split in gender population is reflected throughout the 4 different quartiles.

BONUS GENDER PAY GAP



MEAN AVERAGE BONUS GAP 25.99%



MEDIAN AVERAGE BONUS GAP 9.74%

91% of females and 87.6% of males received a bonus in the 12 months to 05 April 2017. Bonus Gender Pay Gap is influenced by several factors, these include:

- 24 employees (10 female and 14 male) received incentive bonus payments in addition to their profit share payment.
- 261 employees received a profit share payment which was a fixed percentage based on salary, the average of these payments is significantly lower than the payments made as part of the incentive scheme mentioned above.
- In order to achieve the average results above the incentive payments are added to the profit share payments and divided by the number of employees within each set.

This effectively means that the total incentive payments paid to the 10 female employees are added to the total fixed percentage profit share and then divided by 162 female employees. Whereas the total incentive payments paid to the 14 male employees are added to the total fixed percentage profit share and then divided by just 99 male employees. This stage of the overall calculation 'dilutes' the incentive payments paid to females much more substantially than in the case of males average payments, widening the gap.