



SOCIETE AIR FRANCE

Air France

UK Employees

**Gender Pay Gap Report
2018**



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 59% women and 41% 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 under the name.

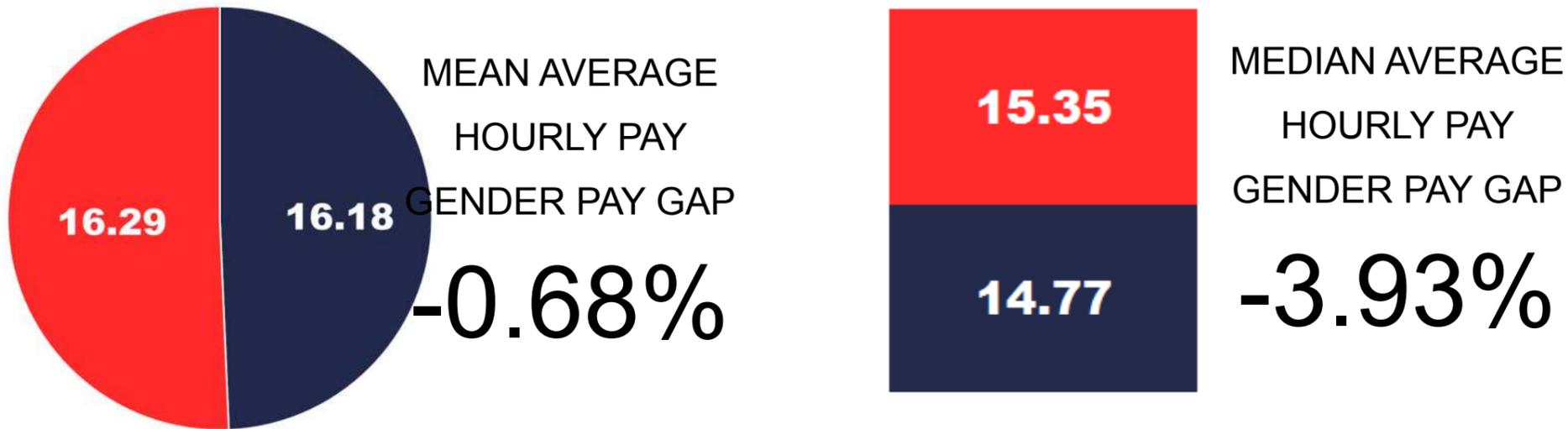
Bénédicte Duval

General Manager UK & Ireland, AIR FRANCE KLM

Air France UK Employees - Gender Pay Gap report

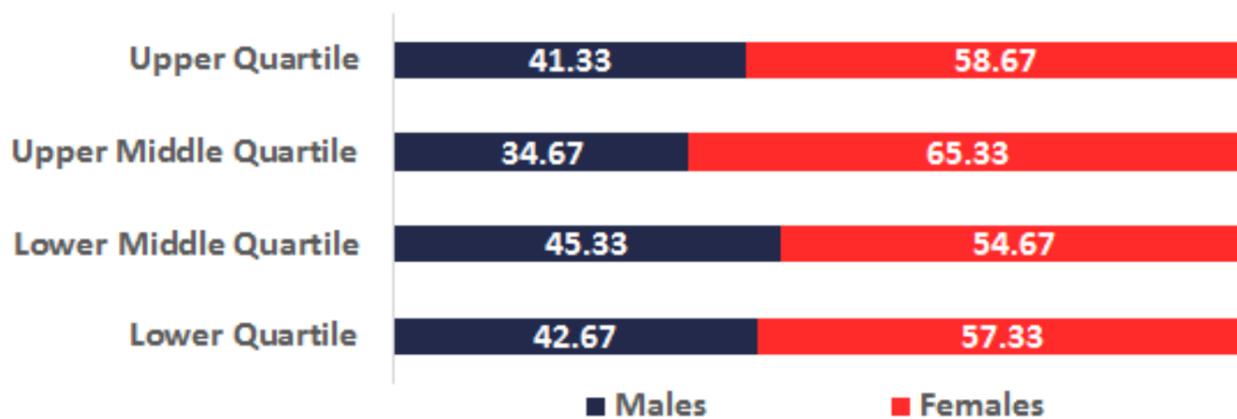


The information within this report is provided in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, using the **Snapshot date of 05 April 2018**. The company name used for reporting purposes is Societe

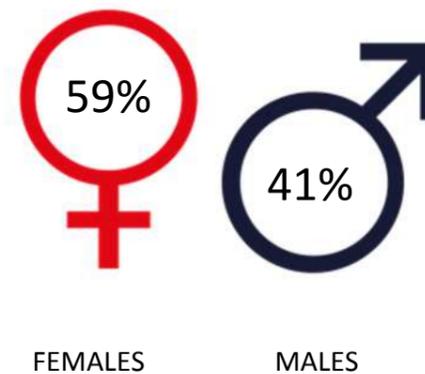


The mean average for hourly pay is -0.68% less for the average male employee. When using the median value the hourly pay is -3.93% less for the average male employee.

PAY QUARTILE REPORTING



GENDER POPULATION SPLIT



The gender population split of 59% Females and 41% Males is reflected throughout the 4 quartiles.

BONUS GENDER PAY GAP



80% of Females and 79% of Males received a bonus in the 12 months to 05 April 2018. Bonus Gender Pay Gap is influenced by several factors, including:

- 29 employees (15 Female and 14 Male) received Incentive bonus plus Profit Share payments.
- 254 employees received a Profit Share payment based on a fixed percentage of their salary. The average Profit Share payment is significantly lower than Incentive payments mentioned above.
- Average results above are the total of Incentive and Profit Share payments, divided by the number of employees within each set. This is summarised as follows:
 Female employees = (15 Incentive payments + 155 Profit Share payments) / 195 Female employees
 Male employees = (14 Incentive payments + 99 Profit Share payments) / 126 Male employees

This means that Incentive payments paid to Females are “diluted” much more substantially than Incentive payments paid to Males, thereby widening the gap.