

# 1<sup>st</sup> indicator: Gender pay gap



## Methodology: Socio-professional categories

Total headcount of validated groups



Headcount		Indicator value	
Women:	643	Gross:	<b>6,12%</b>
Men:	930	Rounded:	<b>6,10%</b> Gap in favour of male employees
Total:	1 573	Absolute:	<b>6,10%</b>
Validated:	1 573    (>99% of total headcount)	Score:	<b>33 / 40</b>

The gap before adjustment is not significant as it is below the adjustment factor of 5%



Less than 30 years old			Between 30 and 39 years old			Between 40 and 49 years old			50 years old and above			
Headcount Women	Headcount Men	Gap before adjustment	Headcount Women	Headcount Men	Gap before adjustment	Headcount Women	Headcount Men	Gap before adjustment	Headcount Women	Headcount Men	Gap before adjustment	
Manual workers												
Non-manual workers	169	101	3,03%	299	235	0,19%	109	113	1,72%	24	17	2,29%
Technicians and supervisors												
Managers and engineers	8	94	<b>19,11%</b>	17	147	<b>38,62%</b>	13	135	<b>25,81%</b>	4	88	<b>-9,47%</b>

Manual workers  
Non-manual workers  
Technicians and supervisors  
Managers and engineers



The group is validated as there are at least 3 women and 3 men

**The adjustment factor is 5%**

Legend - Numbers below are examples, they are not applicable to the company

Headcount Women	Headcount Men	Gap before adjustment
2	5	1,20%
12	24	5,60%

⇐ Not validated Group    ⇐ Gap below the adjustment factor, annulled after adjustment  
 ⇐ Validated Group    ⇐ Gap above the adjustment factor before adjustment

Company: EasyJet Airline Company Ltd - 1st indicator using socio-professional categories

# 2<sup>nd</sup> indicator: Individual increase distribution



Methodology: Socio-professional categories

The group is validated as there are at least 10 women and 10 men

Headcount	Indicator value
Women: 643	Gross: <b>-8,05%</b>
Men: 930	Rounded: <b>-8,00%</b> Gap in favour of female employees
Total: 1 573	Absolute: <b>8,00%</b>
Validated: 1 573    (>99% of total headcount)	Score <sup>1</sup> : <b>5 / 20</b>

1: before applying potential corrective actions



Manual workers  
Non-manual workers  
Technicians and supervisors  
Managers and engineers

	Headcount Women	Headcount Men	Validated headcount		% pay increases		Gaps	
			in number	in %	Women	Men	%M - %W	Weighted
Manual workers	601	466	1 067	67,83%	0,50%	0,86%	0,36%	0,244%
Non-manual workers								
Technicians and supervisors								
Managers and engineers	42	464	506	32,17%	28,57%	2,80%	-25,77%	-8,29%



The first indicator favoured men while the second showed a gap in individual increase distribution favouring female employees. The corrective action principle has been applied, resulting in the maximum score being awarded.

Corrective actions: Yes		
1 <sup>st</sup> indicator:	<b>6,10%</b>	Gap in favour of male employees
2 <sup>nd</sup> indicator:	<b>-8,00%</b>	Gap in favour of female employees
Indicator can be considered a corrective measure to indicator n°1		
The corrective action principle is applied		
Score:	<b>20 / 20</b>	Maximum score obtained

Company: EasyJet Airline Company Ltd - 2nd indicator using socio-professional categories

**Principle of corrective actions:** If the 1<sup>st</sup> indicator does not obtain the maximum score and the 2<sup>nd</sup> indicator favors the gender with the lowest remuneration in light of the results obtained in the 1<sup>st</sup> indicator, then the 2<sup>nd</sup> indicator is considered as having a **corrective action** and obtains the maximum score of its scale.

# 3<sup>rd</sup> indicator: Promotions distribution



Methodology: Socio-professional categories

The group is validated as there are at least 10 women and 10 men



Headcount		Indicator value	
Women:	643	Gross:	<b>1,53%</b>
Men:	930	Rounded:	<b>1,50%</b> Gap in favour of male employees
Total:	1 573	Absolute:	<b>1,50%</b>
Validated:	1 573    (>99% of total headcount)	Score <sup>1</sup> :	<b>15 / 15</b> Maximum score obtained

1: before applying potential corrective actions

Manual workers  
Non-manual workers  
Technicians and supervisors  
Managers and engineers

	Headcount Women	Headcount Men	Validated headcount		% promotions		Gaps	
			in number	in %	Women	Men	%M - %W	Weighted
Manual workers	601	466	1 067	67,83%	5,82%	6,87%	1,04%	0,708%
Non-manual workers								
Technicians and supervisors								
Managers and engineers	42	464	506	32,17%	4,76%	7,33%	2,57%	0,825%



Both the first and third indicators favoured male employees, hence there is no corrective action applicable

Corrective actions: No		
1 <sup>st</sup> indicator:	<b>6,10%</b>	Gap in favour of male employees
3 <sup>rd</sup> indicator:	<b>1,50%</b>	Gap in favour of male employees
The corrective action principle cannot be applied		
Score:	<b>15 / 15</b>	Maximum score obtained

Company: EasyJet Airline Company Ltd - 3<sup>rd</sup> indicator using socio-professional categories

**Principle of corrective actions:** If the 1<sup>st</sup> indicator does not obtain the maximum score and the 3<sup>rd</sup> indicator favors the gender with the lowest remuneration in light of the results obtained in the 1<sup>st</sup> indicator, then the 3<sup>rd</sup> indicator is considered as having a **corrective action** and obtains the maximum score of its scale.

## 4<sup>th</sup> indicator: Return from maternity/adoption leave



The fourth indicator is not calculable if no employees returned from maternity / adoption leave during the reference period or if there were no employees on leave at time of merit salary increases

Number of employees receiving a pay increase upon return from maternity/adoption leave	
Specific situation:	<b>No</b>
Proportion:	<b>100%</b>
Score:	<b>15 / 15</b> Maximum score obtained

Company: EasyJet Airline Company Ltd - 4th indicator

## 5<sup>th</sup> indicator: Gender balance among the top 10 highest paid employees



Mixity among the top 10 highest paid employees	
Women:	<b>20,0%</b> 2 women among the 10 highest paid employees
Men:	<b>80,0%</b> 8 men among the 10 highest paid employees
Score:	<b>5 / 10</b> Most represented gender: Men

Company: EasyJet Airline Company Ltd - 5th indicator

# Gender equality index score

Methodology: Socio-professional categories



	Socio-professional categories					
Calculable?	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>		<b>Yes</b>
Theoretical score:		<b>5 / 20</b>	<b>15 / 15</b>			
Favored gender:	♂	♀	♂			
Corrective actions?		<b>Yes</b>	<b>No</b>			
Final score:	<b>33 / 40</b>	<b>20 / 20</b>	<b>15 / 15</b>	<b>15 / 15</b>	<b>5 / 10</b>	<b>88 / 100</b>

Company: EasyJet Airline Company Ltd - Overview of Index results

Final score of the gender equality index. As a reminder, this score should be above 75 out of 100

