

ASL Airlines (Ireland)

GENDER PAY GAP REPORT

Reporting Period: 2025

ASL AIRLINES IRELAND

Introduction to Gender Pay Gap Report



At ASL Airlines (Ireland), we believe that our people are at the heart of everything we do. Creating a workplace where everyone has equal opportunities to succeed—regardless of gender—is a priority for us as an organisation. While the aviation industry has traditionally faced challenges in achieving gender balance, particularly in technical and senior operational roles, we are committed to leading progress and building a more inclusive future.

This Gender Pay Gap Report for 2025 not only outlines our current position but also highlights the steps we are taking to address disparities. We are focused on fostering diversity, developing female talent across all levels of the business, and ensuring that pay and progression opportunities are fair and transparent.

Closing the gender pay gap is a long-term journey, but it is one we are committed to with determination. We recognise that achieving real change requires continued action, accountability, and cultural transformation. I am confident that with the initiatives we have in place, and through the dedication of our teams, we will make meaningful progress towards greater gender balance across ASL Airlines.

Linda Little
HR Director

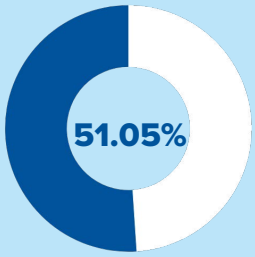
At ASL Airlines, we are committed to fostering an inclusive and equitable workplace across our diverse operations—from flight crews and engineering to customer support and corporate leadership. As an international airline, we recognise that diversity drives innovation, teamwork, and operational excellence.

This report outlines our gender pay gap results in accordance with Ireland's Gender Pay Gap Information Act 2021. It also provides insight into the contributing factors and the actions we are taking to create greater gender balance across all levels of our organisation.

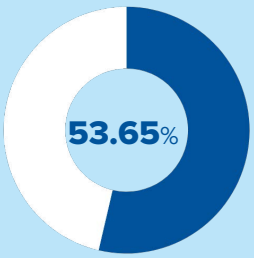


KEY METRICS

A. HOURLY DIFFERENCE

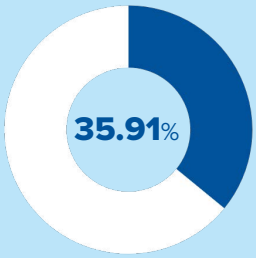


Mean* Hourly Difference

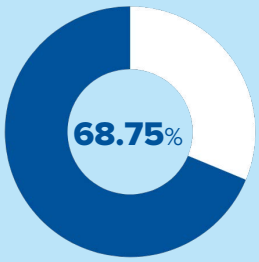


Median* Hourly Difference

B. BENEFITS IN KIND (BIK)

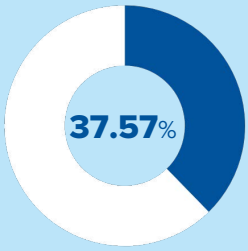


Male Employees

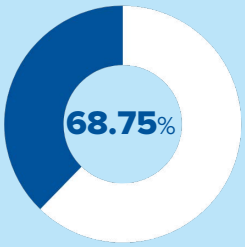


Female Employees

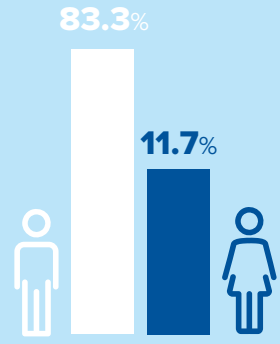
C. BONUS METRICS



Male Employees



Female Employees



Percentage Receiving Bonuses

D. PAY QUARTILES

An examination of our pay quartiles demonstrates a clear gender imbalance as seniority increases

Quartile:

1. 47.37% / 52.63%

Women are strongly represented in entry-level more administrative roles.

2. 85.96% / 14.04%

Female representation remains high in mid-level support and services roles.

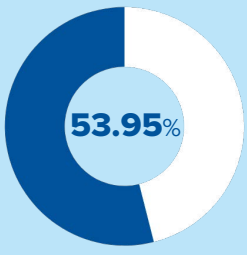
3. 84.21% / 15.79%

At this level, representation begins to shift toward male-dominant technical and operational roles.

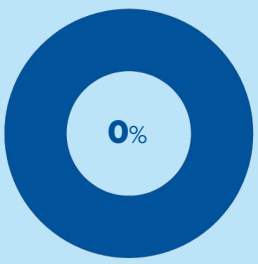
4. 98.28% / 1.72%

Senior leadership and specialised technical roles are predominantly held by men, significantly influencing the overall gender pay gap.

F. BONUS DIFFERENCE



Male Employees



Female Employees

G. HEADCOUNT

394

52

TOTAL: 446

SIGNATORIES TO IATA 25BY 2025

*Mean = Average Hourly Difference
*Median = The middle value of a dataset

ANALYSIS OF RESULTS

Our gender pay gap metrics reflect a range of factors that are typical within the airline industry:



Role Representation

Male employees continue to be highly represented in higher-paying technical and operational roles, such as pilots and senior engineers. Female employees are more concentrated in customer-facing positions and administrative roles, which typically have lower base pay.

Leadership Pipeline

There remains a notable imbalance in senior and executive roles, where male representation significantly outweighs female presence.

Leadership Pipeline

A number of flexible or part-time roles—often utilised for better work-life balance—are predominantly held by women. These roles tend to impact hourly and bonus-related pay data.

The mean gender pay gap of 51.09% is primarily due to the higher concentration of male employees in technical and operational leadership roles, which typically command higher salaries.



Interestingly, our bonus gap forfemale employees is 68.75%, indicating a higher median bonus for female employees during the reporting period. This reflects a positive shift in bonus distribution among mid-level and support functions.



ACTIONS TO ADDRESS THE GENDER PAY GAP

A. PROMOTING GENDER DIVERSITY IN KEY ROLES

- Launching targeted campaigns and scholarship programmes to attract more women into pilot training and engineering apprenticeships.
- Expanding visibility and outreach at career fairs and industry events to encourage female applicants in technical areas.
- Hired a Group Head of DEI in 2024 to support and deliver on our diversity.
- Online diversity training for our employees.
- Our commitment to diversity - Bronze Award and working towards a a Silver.

B. LEADERSHIP DEVELOPMENT

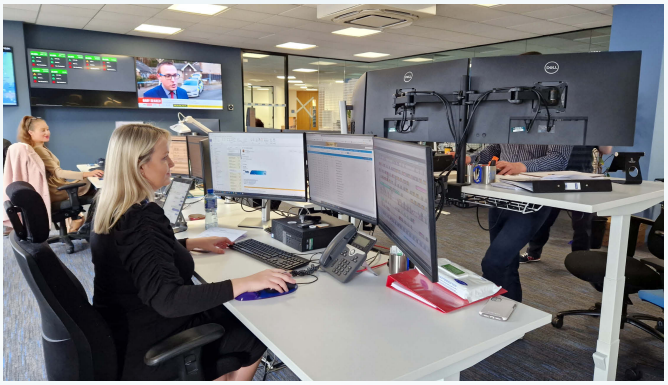
- Implementing talent development programmes that identify and prepare high-potential female employees for senior leadership roles.
- Establishing measurable targets to track progress toward gender balance in leadership.

C. FLEXIBLE WORK OPTIONS

- Continuing to evolve our flexible work policies, including remote work and job-sharing arrangements, to support career progression for all employees.

D. PAY AND RECRUITMENT

- Conducting annual pay audits to monitor pay parity across functions and roles.
- Introducing anonymized recruitment practices to reduce unconscious bias in hiring decisions.





“Our goal is to increase the representation of women in pilot and engineering roles by 15% by 2027.”



We are proud to serve as a connector of people and cultures across the globe. A diverse and inclusive workforce is essential to delivering on that mission.

While we recognise that eliminating the gender pay gap will take time, we are committed to transparency, progress, and creating opportunities for all.

John Rawl
Managing Director
ASL Airlines (Ireland)



Publication Details

Website: This report is available at: https://www.aslairlines.ie
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