

JMC Aviation Gender Pay Reporting



JMC Aviation Limited¹ Gender Pay Report 2023/24²

JMC Aviation is proud to publish its first Gender Pay Report, marking an important step in our ongoing commitment to equality, transparency, and continuous improvement. As this is our first year of reporting, the data provides valuable insight and highlights key areas where we can start to take meaningful action.

We are using this report as a starting point for positive change. We are committed to:

- reviewing our recruitment, progression, and reward practices to ensure they are inclusive and equitable; and
- continuing to promote gender diversity across all departments, with a particular focus on female representation in engineering and leadership roles.

At JMC Aviation, we believe that building a diverse and inclusive workforce is key to our success. This report represents the beginning of a journey, and we are committed to taking action that makes a lasting impact.

Reporting Data

Gender Pay Gap – Hourly Pay

- Mean (average) gender pay gap: -9.56%
On average, men are paid 9.56% less than women. This equates to men earning 91p for every £1 earned by a woman.
- Median gender pay gap: 12.45%
When considering the median (middle point in the pay distribution), women are paid 12.45% less than men. For every £1 a man earns, a woman earns 88p.

These figures are a consequence of the complexities of our workforce structure.

Bonus Pay Gap

Percentage of employees receiving a bonus:

13.8% of men | 79.4% of women

- Mean (average) gender pay gap for bonus pay: 15.65%
On average, women receive 15.65% less in bonus pay than men, equating to 84p for every £1 in bonus pay a man receives.
- Median gender pay gap for bonus pay: 29.36%
Using the median, women receive 29.36% less in bonus pay than men. This means that for every £1 in bonus pay awarded to a man, a woman receives 71p.

The bonus pay figures are a consequence of the differences in role type, seniority, overtime and performance-based rewards.

¹ JMC Aviation Limited (registered in England and Wales with company number: 06583787) and whose registered office is at Third Floor, Hangar 1, Exeter Airport, Exeter, EX5 2BA.

² Snapshot date 5 April 2024.

Pay Quarters

Percentage of men and women in each hourly pay quarter	Men	Women
Upper hourly pay quarter	85.7%	14.3%
Upper middle hourly pay quarter	98.6%	1.4%
Lower middle hourly pay quarter	98.6%	1.4%
Lower hourly pay quarter	68.6%	31.4%

These figures are a consequence of the sector we operate within and are influenced by the makeup of our workforce, particularly within our engineering division.

I confirm this information is accurate

Name: Hollie Prendergast

Signed: 

Dated: 3 April 2025

