



AN ACORN COMPANY



# Gender Pay Gap Report 2025

# EirTrade Aviation

Foreword: Natasha Whitney, Human Resources Director



“EirTrade Aviation welcomes gender pay gap reporting. It is vital to focus on this, particularly in the aviation industry which has historically been more male dominated.

We must however differentiate clearly between pay equity (where EirTrade Aviation is 100% equitable) and gender pay gap reporting. This report clarifies our position.

It is important to note that **our** workforce has seen increased female representation in recent years. We are actively committed to supporting diversity in the workplace and support all staff in enhancing their careers.

Our values of **excellence, integrity and respect** underpin all that we do. They sustain further growth of the Company as we encourage all staff to reach their full potential.”



# What is gender pay gap versus pay equity?

## Gender Pay Gap

This represents the overall difference in average earnings between men and women across an organisation, regardless of level.

## Pay Equity

This ensures that employees performing substantially similar work receive fair and comparable compensation, regardless of protected characteristics which include gender, race, or ethnicity. EirTrade has 100% pay equity across all departments.



# EirTrade Aviation. Our workforce.

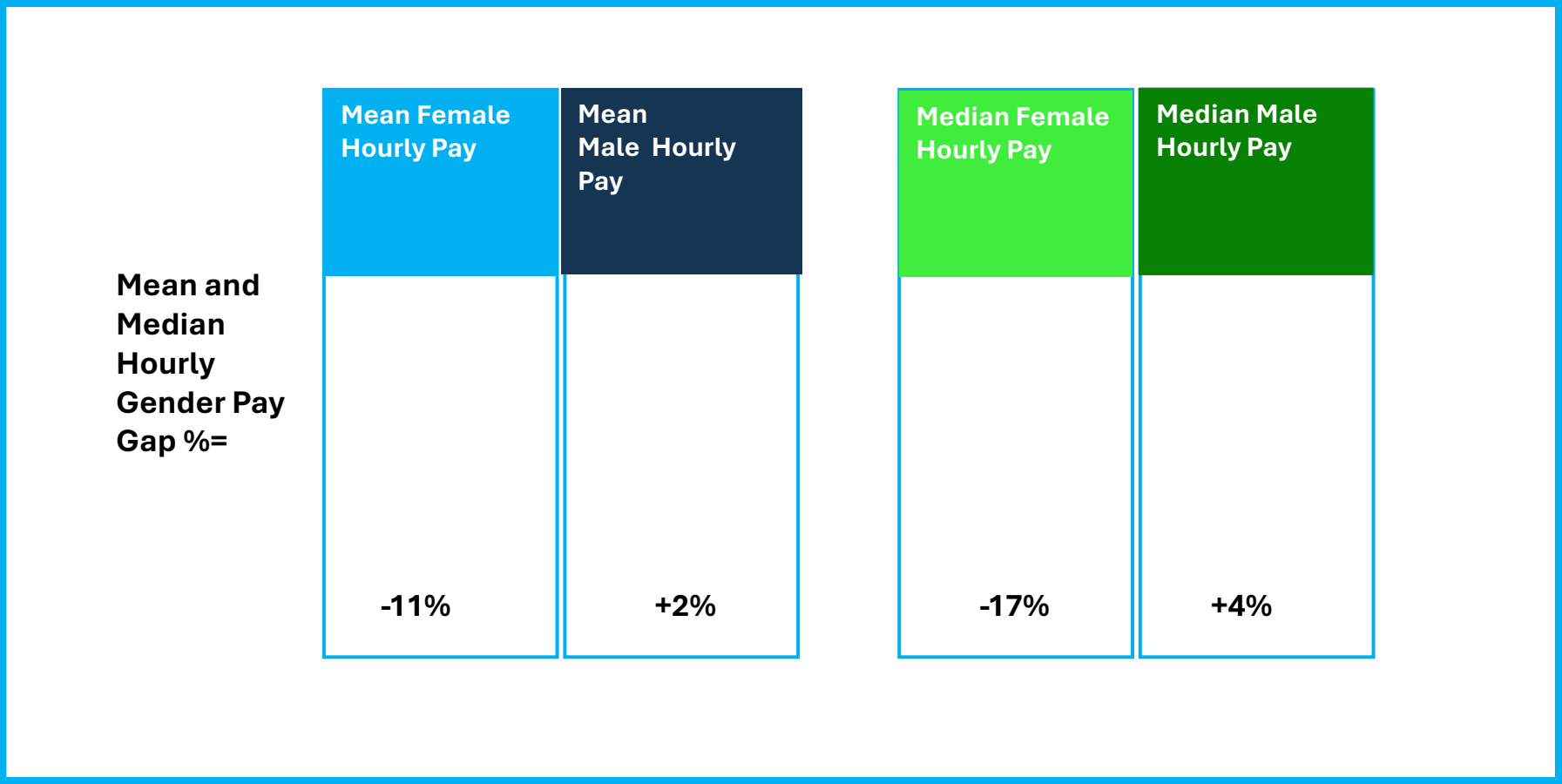


At 26<sup>th</sup> June 2025:

- The Company has 99 employees in Ireland. Of this seven are part time, five are fixed-term and the remainder are full time employees.
- No employees are on any extended leave apart from those on paid maternity leave.
- 20% of employees are female with 80% being male.
- The number of females has grown over the years, but the sector remains male dominated.



# Hourly pay

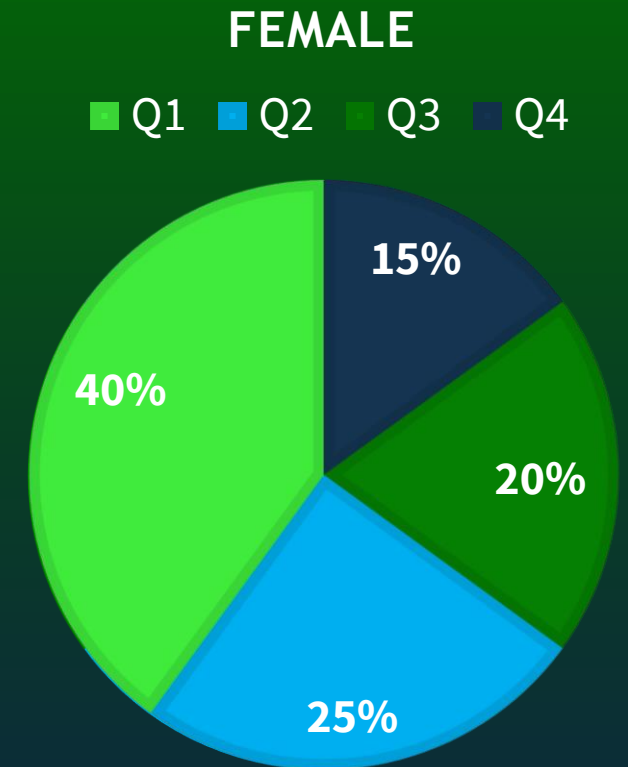
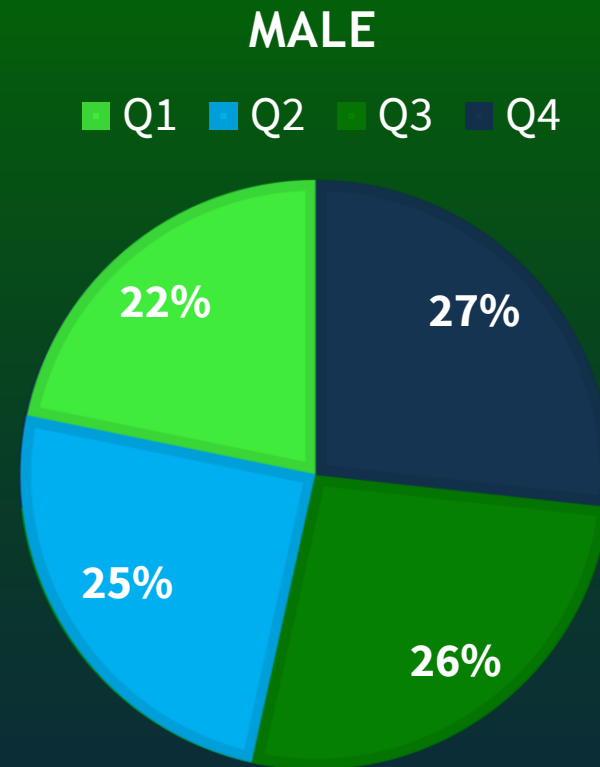


## Employee Pay Quartiles

As aviation has typically been a male dominated industry, many of the females are in the early stages of their careers. Female representation is steadily progressing but they are still in the minority.

Those females who are in more senior roles have previously tended to be in disciplines that are not sector specific bringing varied pre-existing business experience. This further highlights the growth of newer female entrants into the sector.

Q1 = Lower hourly pay  
Q2 = Middle to lower hourly pay  
Q3 = Middle to upper hourly pay  
Q4 = Upper hourly pay



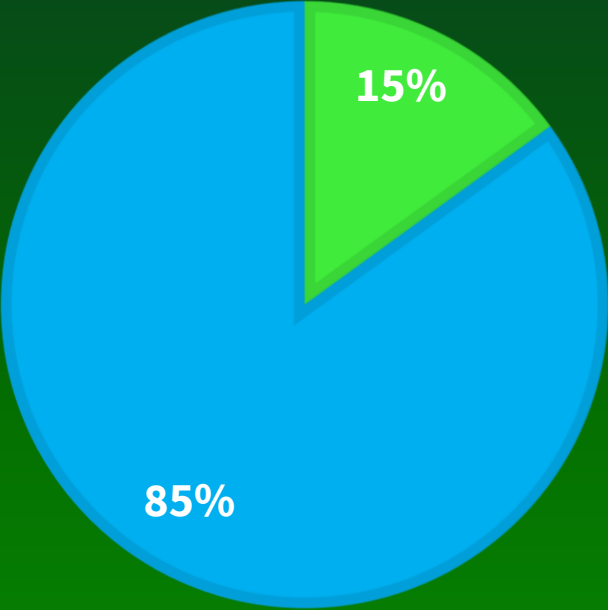


# Performance Related Bonus



## MALE

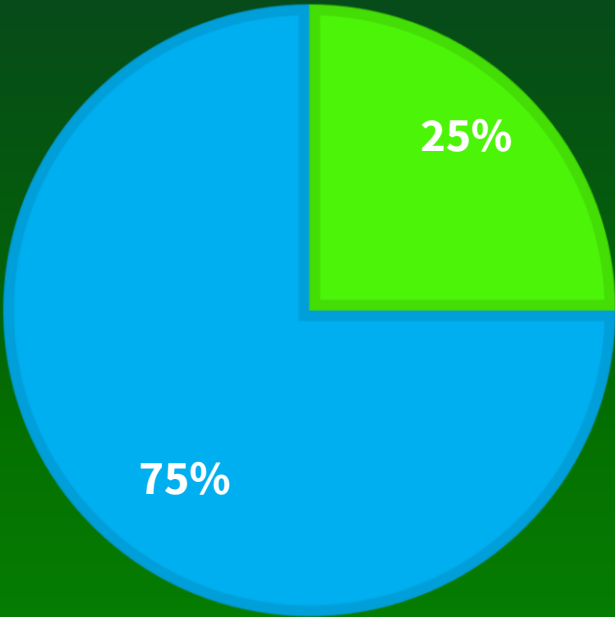
■ Bonus ■ No bonus



Not all EirTrade Aviation staff are eligible for a bonus at the time of payment as they may have joined after the eligibility period commenced.

## FEMALE

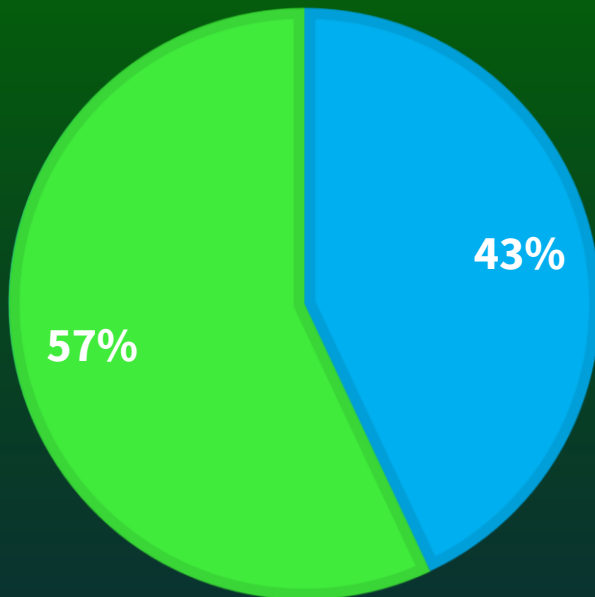
■ Bonus ■ No bonus



## Part-time and fixed-term contract employees

### PART-TIME

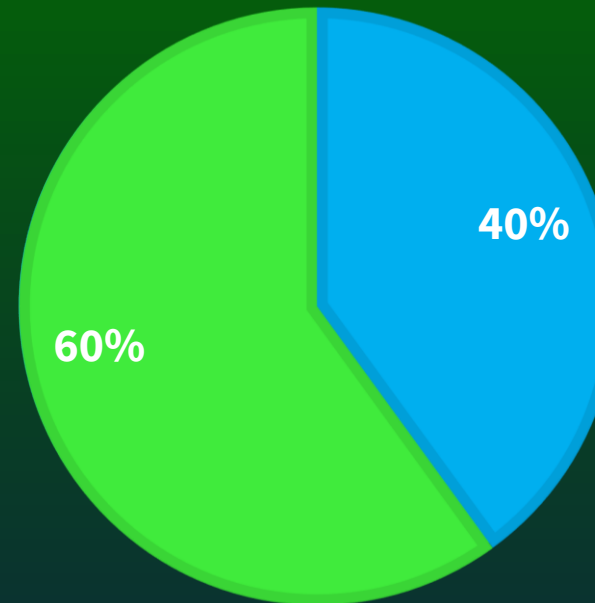
■ Male ■ Female



There are **seven part-time employees** in total therefore we have no noteworthy data to include regarding pay.

### FIXED TERM CONTRACT

■ Male ■ Female



There are five employees under **fixed term contract** therefore we have no noteworthy comment to make.



## % of employees who receive benefits



All employees are entitled to receive the same benefit entitlements.

We offer a variety of family friendly policies such as enhanced maternity, paternity and adoptive leave.

We also support employees with contributions towards health care and sports clubs amongst other lifestyle benefits. Employees also receive matched pension contributions, access to an EAP, enhanced annual leave and are eligible for death in service benefits.

## EMPLOYEE BENEFITS

**100%**

## How to address the gender pay gap in 2026 and beyond

Recruitment remains male dominated but diversity has increased significantly across all teams with members coming from diverse backgrounds.

### How this will change long term?

Our industry needs to help more females learn about aviation at an earlier age. EirTrade supports this through dedicated recruitment aimed at early career starters across all departments. We engage with universities to support this and also have internal education and training across all our departments. This enables our employees to upskill and advance in their careers.

The Company has a long history of supporting individuals and helping them achieve their career goals over the long term, with a significant number of staff having joined in very junior roles and advanced to senior positions over the years.

