

Gender Pay Report 2018

Air New Zealand operates in a diverse environment, both in New Zealand and internationally, and is committed to a culture that values diversity and inclusion. We recognise the importance of fostering a diverse workforce which leads to better innovation, stronger customer connections and better business outcomes.

As an Equal Employment Opportunity (EEO) employer, Air New Zealand is committed to promoting equal opportunities for its employees. This commitment is upheld through our performance management, recruitment, talent management and remuneration policies and practices.

This table shows the gender composition and the associated gender pay differential for all New Zealand and international employees covered by Individual Employment Agreements. The analysis is broken down by Air New Zealand career level, to provide insight into our population, and highlight opportunities to improve our position. Overall this analysis shows that males are paid 0.41% more than females (compared with 0.44% for the same period last year), and we are confident that this difference primarily represents differences in tenure, experience and performance.

As well as monitoring pay outcomes, Air New Zealand is focused on ensuring equitable representation in work levels and performance outcomes, as well as critically examining policies and programmes to ensure they promote equitable outcomes.

Air New Zealand Career Level	Number of Females	Number of Males	Average Pay Differential
Executives, General Managers and Head of function (where both genders are present in a grade) Designs and drives business strategy for a major business division or Group-wide function	27	45	-2.43%
Senior Managers Develops and implements the strategy and business plan for a division	85	131	0.27%
Operational Managers Inputs into the functional strategic plan, but focus is on operational management	208	286	1.23%
Specialist Formally leads a team or an established specialist in a technical or professional discipline	698	607	0.51%
Technical Focus is on delivering outcomes with short cycle times, generally in a customer interfacing or business support role	230	84	0.04%
Support/Administration Work is routine, in nature, with set patterns	37	42	-2.03%

Please note: Gender pay differences are calculated on averaged, annualised, full-time equivalent salaries. This means that all employees – part-time and full-time – are included in the calculation and the salaries of those who are not full-time employees are converted to a full-time equivalent. The gender pay differential is expressed as a percentage of men's earnings. A negative value means that women's earnings are higher than men's. Collective Covered Employees

Collective Covered Employees

Pay rates within Air New Zealand collective agreements are skills, competency or service based, ensuring all employees with the same levels of service or skill in the same role, will be paid the same. These employees are not included in the scope of the Gender Pay Report.