



Gender Pay Report

2024



Gender Pay Report

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 throughout the Group. It recognises 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, the Air New Zealand Group 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.

The following table shows the gender composition and the associated gender equity pay differentials for all New Zealand and International employees covered by Individual Employment Agreements. Overall, our males are paid 1.96% more than females. Air New Zealand is committed to continually reviewing and addressing this gap through its recruitment, talent management and remuneration practices.

As well as monitoring pay outcomes, Air New Zealand is also 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 and General Managers | | | |
| Designs and drives business strategy for a major business division or Group-wide function | 28 | 38 | 1.20% |
| Senior Managers | | | |
| Develops and implements the strategy and business plan for a division | 126 | 176 | 2.08% |
| Operational Managers | | | |
| Inputs into the functional strategic plan, but focus is on operational management | 343 | 378 | 4.02% |
| Specialists and Team Leaders | | | |
| Formally leads a team or an established specialist in a technical or professional discipline | 673 | 514 | 1.65% |
| Support/Administration | | | |
| Work is routine, in nature, with set patterns | 204 | 90 | -1.83% |
| Total | 1,374 | 1,196 | 1.96% |

