



GENDER PAY GAP REPORT

RESULTS AS OF APRIL 2023

Air IT®

Air IT is committed to equal opportunities and equal treatment for all our employees.

As a fast-growing provider of IT services, we are aware of the low representation of women in the workforce. We are working hard to attract and develop great female talent and make IT an attractive career option. Having a skilled and talented team is fundamental to our future success.

As of April 2023, Air IT employed 328 people. We take significant steps to ensure our recruitment process is gender neutral. However, as of April 2023, we employed 259 men and 69 women. We will continue to take steps to address the gender balance in our organisation.

How we calculate gender pay gap

We assess the different men's and women's salaries by reference to the mean and the median. The mean figure takes the sum of all the men in Air IT's salaries and divides the total by the number of men employed. This is then compared with the mean for women's salaries.

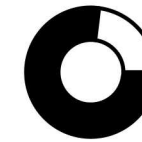
We also examine the gap between the median figures for women's and men's salaries. The median is calculated by reviewing the list of all women's salaries and identifying the middle value, which is then compared to the median for men's salaries.

Results as of April 2023

	Total	% of Employees	Key
Men	259	78.96%	■
Women	69	21.04%	□



Overall employee split by gender



Overall bonus employees by gender



27.54% of female staff receive bonus



24.71% of male staff receive bonus

MEDIAN SALARY GAP
3.88%

MEAN SALARY GAP
18.73%

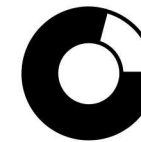
MEDIAN BONUS GAP
88.13%

MEAN BONUS GAP
56.91%

Pay Quartiles



LOWER QUARTILE



LOWER-MIDDLE QUARTILE



UPPER-MIDDLE QUARTILE



UPPER QUARTILE

Air IT®

What we're doing to address the gap

This is the first time we have published data on our gender pay gap. We have, though, been working to close the gender pay and bonus gaps.

- We have reviewed our family leave policies in line with industry standards and have increased our maternity pay to six-month full pay which is best practice.
- There are more opportunities for staff to choose working routines that fit around their lives. We offer compressed or flexible working hours and a hybrid model where staff can work at home for a set period each week.
- In the last twelve months, Carolyn Cole, Chief People Officer, joined the team; and our female head of finance has been promoted - both women are part of the Group executive team.
- We have created and launched The Elements Club, a women in tech business club that supports the development and empowerment of women in our business and industry. The club supports women at every stage of their careers, creating a support network inside Air IT.
- We have supported a number of female colleagues through our management training programme this year and are committed to doing the same in 2024.

In 2024, we will launch a buddy scheme to support colleagues in several essential areas, including providing new parents with one-to-one support as they return to work. Our early careers programme will also focus on demonstrating that IT is a career for all, encouraging as diverse a range of people as possible.

A message from our CEO

The leadership team at Air IT fully recognise the strength and value of a diverse and motivated workforce. Along with the board, I am committed to the initiatives and practices we have in place to ensure we create and sustain an organisation where there is equal opportunity and reward for everyone.

As a fast-growing and innovative business in the IT sector, we depend on the skills and experience of our people to make a difference for our clients. We value the contribution of all our staff and recognise the impact that diverse perspectives and experiences play in engaging with our clients, colleagues and stakeholders.

Securing the skills continues to be challenging in the IT sector, but I am confident that the environment we are creating at Air IT will help us continue to grow.

James Steventon
CEO, Air IT