



IAG GBS

Gender Pay Gap

Report 2024

We're continuing to see an increase in the number of women applying for roles in the organisation and joining us.

To help balance collaboration and flexibility, we introduced a Smart Working Policy offering employees the flexibility to divide their working time between the office and another location.

We enhanced the skills of our leadership team to minimise bias in the hiring and interviewing process by introducing a gender-neutral interview panel, as well as running dedicated training sessions and workshops.

In 2024, we started working with STEM universities to help recruit graduates who specialised in AI and Data. We also worked with colleges and sixth forms to introduce young people into the world of technology and aviation.

We've continued to support Women in Tech, and this year we were a key sponsor for the Outstanding Woman of the Year award. We're also promoting our available tech opportunities through it to help us recruit more women to these posts.

In 2024, we proudly sponsored Karren Brady's Women in Business and Tech Expo including the key-note STEM theatre. Two of our female leaders participated, sharing insights into their careers and the challenges they overcame.

There's still some way to go, but all this great work supports us in our commitment to align to IAG's target for 2025 for 40% women in senior roles.

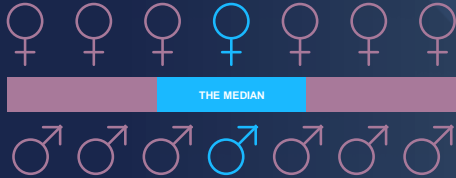
Eric Pietrac

People Director, IAG GBS

How we work out our figures

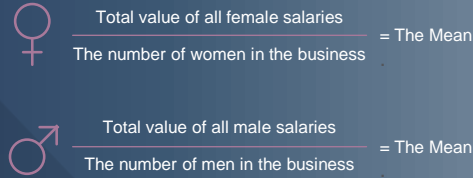
The Median

If you put all men and women in line, from lowest paid to highest paid, the man and the woman in the middle of each line is the median value.



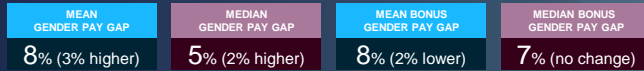
The Mean

The mean is the calculation of the average value of men's and women's pay



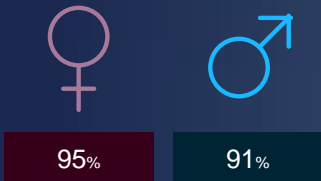
Our Results vs 2023

Gender Pay Gap is the percentage difference between average hourly earnings for men and women in a company. A positive % indicates a favourable gap towards men, and a negative % indicates a favourable gap towards women.

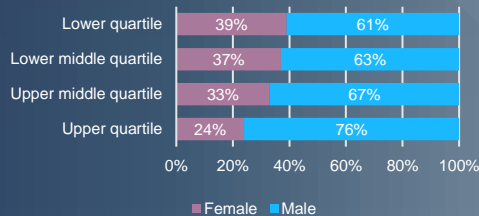


This is different to equal pay which is the difference in pay between men and women that perform the same role with the same level of experience. It's against the law to pay people unequally because of their gender.

Percent receiving bonus



Pay quartiles



Our Commitments

In 2024, we worked hard to reduce the gender pay gap, however, challenges remain. The primary factor contributing to the gap is the higher representation of men in senior, specialist, technical, and digital roles within our organisation, who typically command higher salaries. Our initial focus on achieving gender balance has centred around early career programmes, graduate and apprentice intakes, and internal promotions and mobility.

Looking ahead to our aspirations for the upcoming year, we remain dedicated to advancing the development of women within our organisation. Our commitment extends to fostering a more diverse workforce, especially in the technology sector, where attracting gender diversity has historically been challenging.

As a part of our ambition, we are planning a series of initiatives:

- We will continue our engagement with Women in Tech by sponsoring an award and increasing advertising spend on job boards, specifically diversity in tech.
- This year there's a focus on encouraging external talent to join us, as well as supporting current female employees to progress within our organisation as part of our career development programme.

We are committed to building on our inclusive culture, which welcomes challenges and is strengthened by our established values to support all our people so they can reach their full potential.