

JMC Aviation Limited: Gender Pay Gap Report 2024/2025

At JMC Aviation Limited, we believe that fostering a diverse and inclusive workforce is essential to our success.

We are committed to:

- Continuing to assess recruitment, progression, and reward practices to ensure they are fair, inclusive, and equitable; and
- Continuing to advance gender diversity across all departments, with a particular focus on increasing female representation in engineering and leadership roles.

These figures in our reporting do not stem from unequal pay, rather, they reflect the gender imbalance within the aviation engineering sector where we retain a number of employees.

Reporting Data

Gender.Pay.Gap._Hourly.Pay

- Mean (average) gender pay gap: -3.84%
On average, men are paid 3.84% less than women. If we compare this to the previous year the mean average pay gap has reduced between men and women.
- Median gender pay gap: 9.13%
Using the median (middle point) women are paid 9.13% less than men. If we compare this to the previous year the median pay gap has reduced between men and women.

Bonus.Pay.Gap

Percentage of employees receiving a bonus:
16.16% of men / 82.61% of women.

This shows that 16.16% of men receive a bonus and 82.61% of females receive a bonus.

- Mean (average) gender pay gap for bonus pay: 41.36%
On average, women receive 41.36% less in bonus pay than men.
- Median gender pay gap for bonus pay: 57.92%
Using the median (middle point), women receive 57.92% less in bonus pay than men.

Pay.Quarters

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	86.6%	13.4%
Upper middle hourly pay quarter	88.1%	11.9%
Lower middle hourly pay quarter	92.5%	7.5%
Lower hourly pay quarter	68.7%	31.3%

Compared to last year, there has been a 5% increase in the proportion of women across the upper and upper-middle pay quartiles.

I confirm this information is accurate.

Name: Hollie Prendergast

Signed: 

Dated: 02.04.2026

Notes:

Snapshot date was 5 April 2025.

JMC Aviation Limited is a company registered in England and Wales with company number 06583787 and with its registered office at Third Floor, Hangar 1, Exeter Airport, Exeter, EX5 2BA.