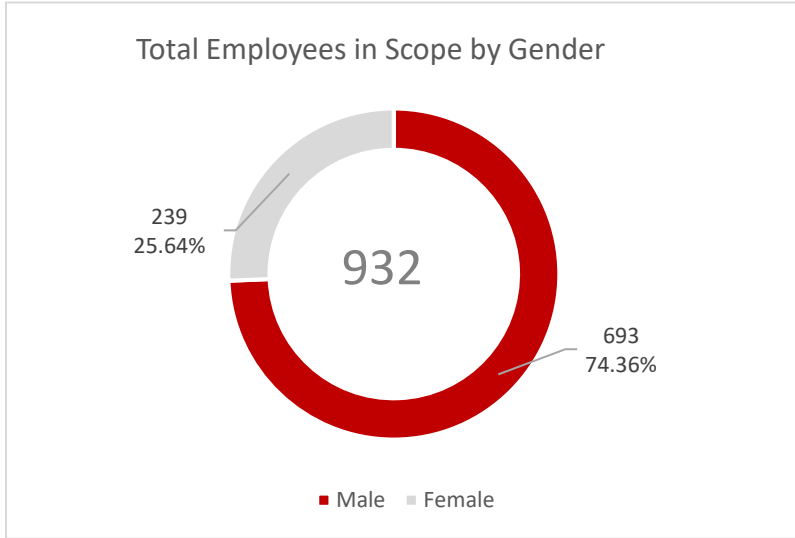
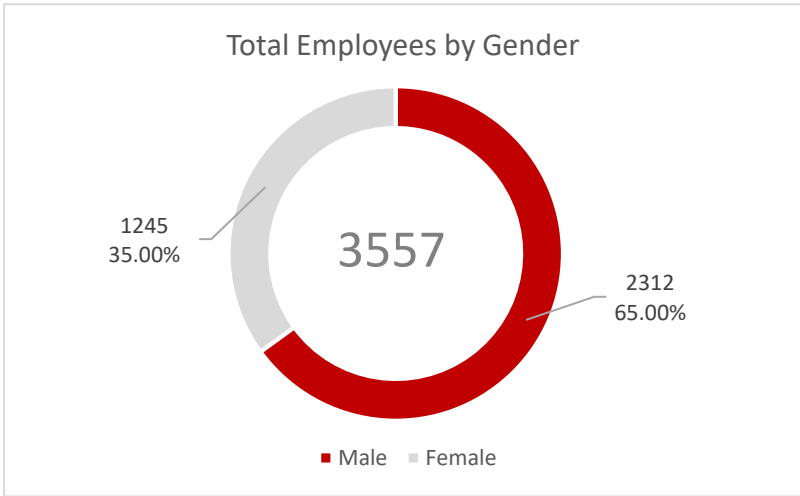


SWISSPORT GB LIMITED  
GENDER PAY GAP REPORT  
2021/2022

Swissport is the largest global provider of aviation ground handling services. We operate from **23** locations within the UK and as at the 5<sup>th</sup> April 2021 there were **3557** employees of Swissport GB Limited. However, the impact of the coronavirus pandemic resulted in the requirement to place a number of employees on furlough during this time. As a result, there are only **932** “in scope” employees used for the average hourly pay analysis, as others could not be categorised as full pay relevant employees. This measure taken is in line with the existing government guidance on gender pay gap reporting:

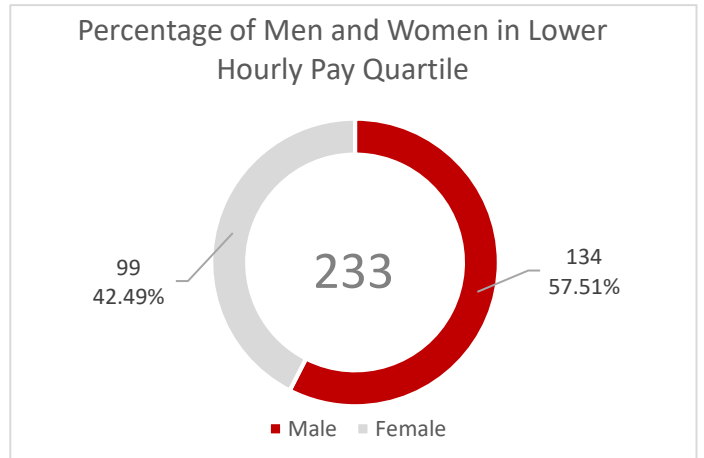
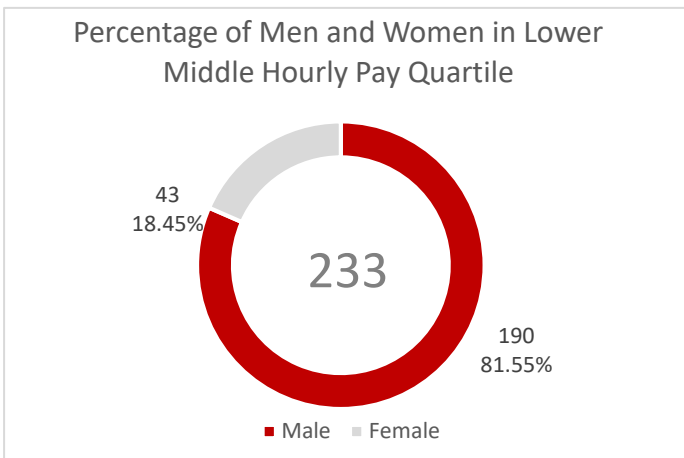
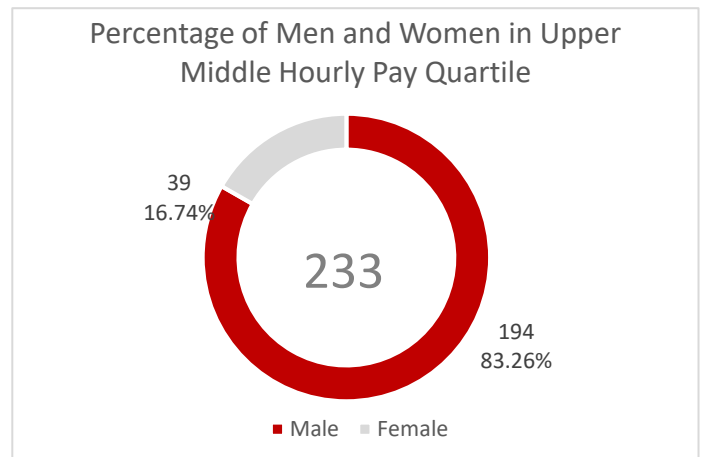
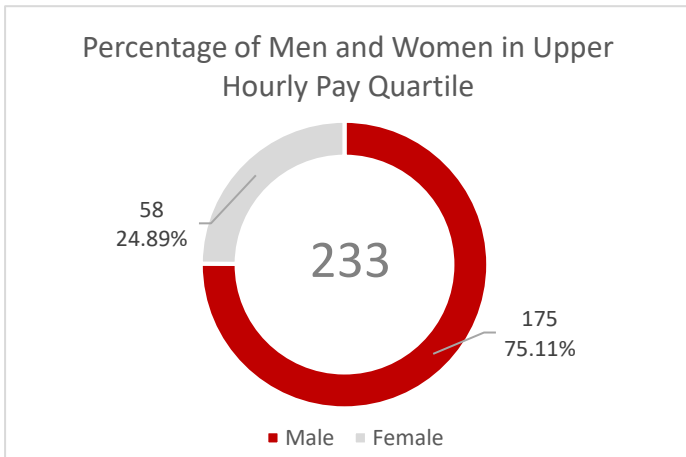
- <https://www.gov.uk/government/collections/gender-pay-gap-reporting>

**TOTAL EMPLOYEES BY GENDER**



**SWISSPORT GB LIMITED**

**PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTER:**

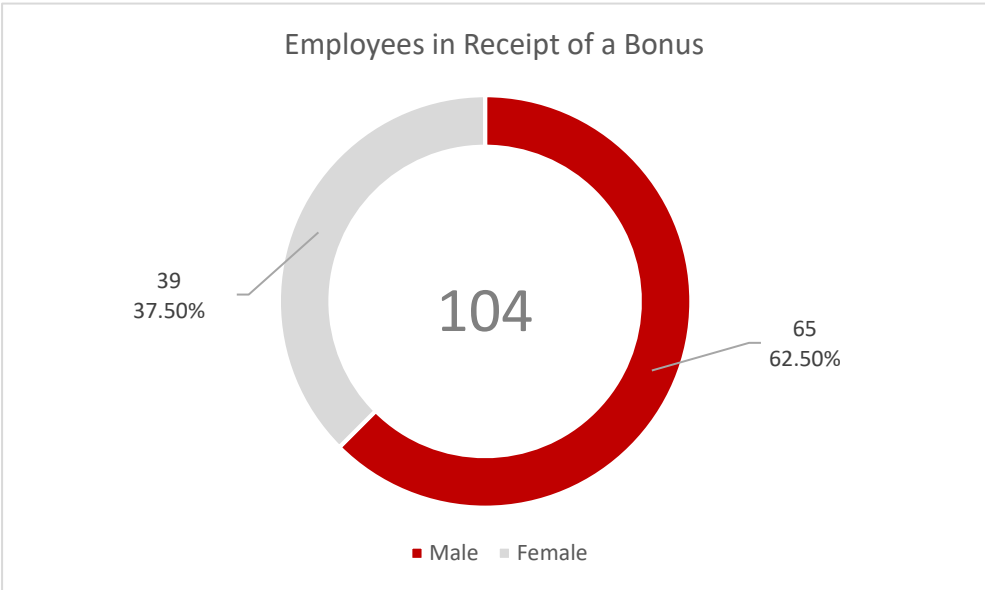


**Mean Hourly Pay Gap: 2.9%**

**Median Hourly Pay Gap: - 5.93%**

**Median pay for females is higher.**

**EMPLOYEES IN RECEIPT OF BONUS**



**Mean Bonus Gap: 20%**

**Median Bonus Gap: 9.8%**

**Total number of Swissport GB Limited employees in receipt of bonus:**

104 (11.2% of all in scope Swissport GB Limited employees)

**Males in receipt of bonus:**

65 (9.4% of all males of the in-scope male population employed by Swissport GB Limited)

**Females in receipt of bonus:**

39 (16.3% of all females of the in-scope female population employed by Swissport GB Limited)

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## **SUMMARY - CONTINUING TO PROMOTE AN INCLUSIVE AND DIVERSE CULTURE WITHIN SWISSPORT UK & IRELAND**

The comparisons within this report are against 2020/2021 reporting year.

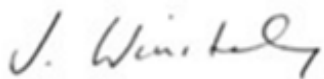
The 2021 mean gender pay gap at Swissport GB Ltd has decreased from 7.08% in 2020 to 2.9% in 2021. This figure is still substantially lower than the UK national average, which saw the gender pay gap rise from 14.9% to 15.4% (Office for National Statistics, ONS, 2021). Using a smaller sample size of employees (26.2%) for reporting (due to the implementation of the government furlough scheme) could result in reduced exactness and increased variance of the overall gender pay gap mean figure.

The median gender pay gap has decreased from 4.25% in 2020 to -5.93% in 2021. This is again, significantly less than the national average median gender pay gap this year.

We also have seen a decrease in the mean gap in bonus pay for Swissport GB Ltd in 2021 to 20%, compared with 26.55% in 2020. We are also proud to report there is a greater percentage of female employees (3.13%) in receipt of a bonus than male employees (2.81%) within Swissport GB Ltd. This again reflects a continuation in the trend of appointing or promoting more female employees into more senior management positions which are eligible for bonus payments.

We continue to strive towards maintaining our culturally diverse workforce and are committed to ensuring equality in the workplace. We understand the road to equal gender representation and pay in any business is an ongoing journey, and Swissport are determined to make continuous improvement in this area as evidenced by our positive progress in narrowing the gender pay gap within our organisation.

I can confirm that the above information is accurate.

A handwritten signature in black ink, appearing to read "J. Winstanley".

Jude Winstanley  
Managing Director – Swissport UK and Ireland