

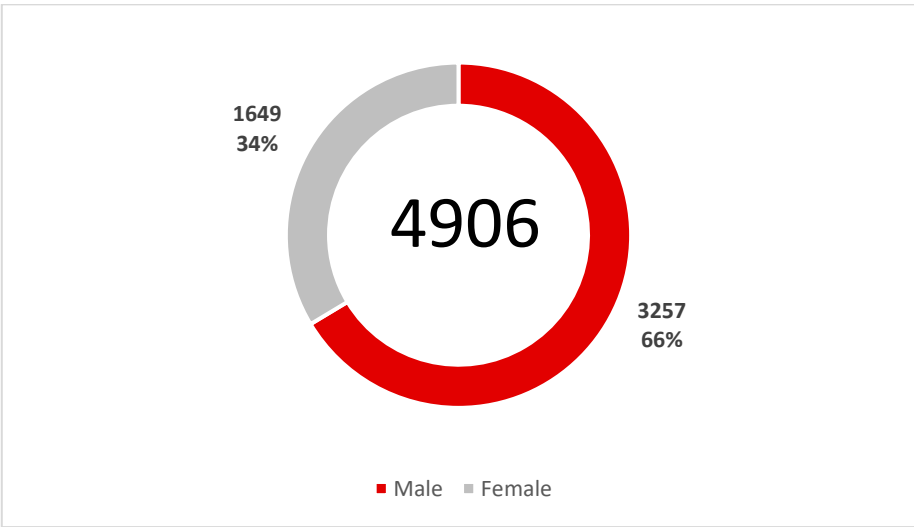
SWISSPORT GB LIMITED
GENDER PAY GAP REPORT
2022/23

INTRODUCTION

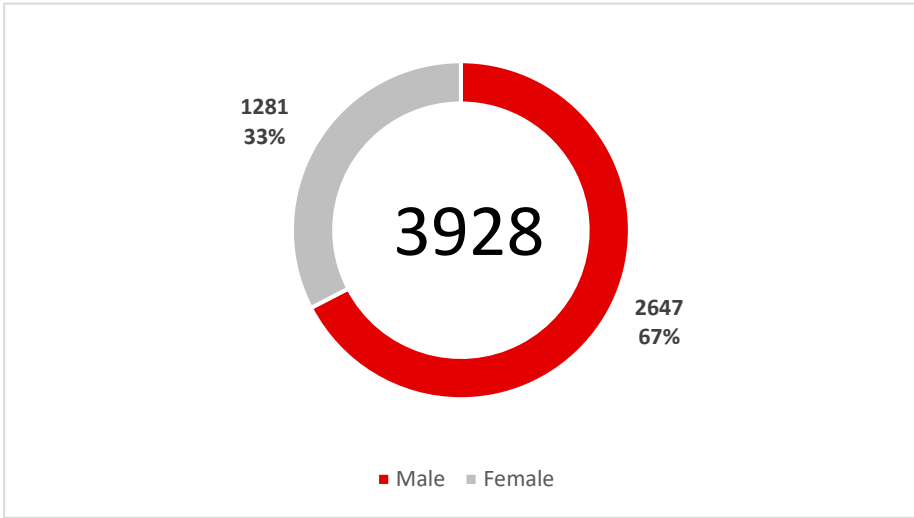
Swissport is the largest global provider of aviation ground handling services. We operated from **23** locations within the UK and as at the 5th April 2022 there were **4906** employees of Swissport GB Limited. There are **3928** “in scope” employees used for the average hourly pay analysis, as others could not be categorised as full pay relevant employees. This measure taken is in line with the existing ACAS and government guidance on gender pay gap reporting for this year:

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

TOTAL EMPLOYEES BY GENDER

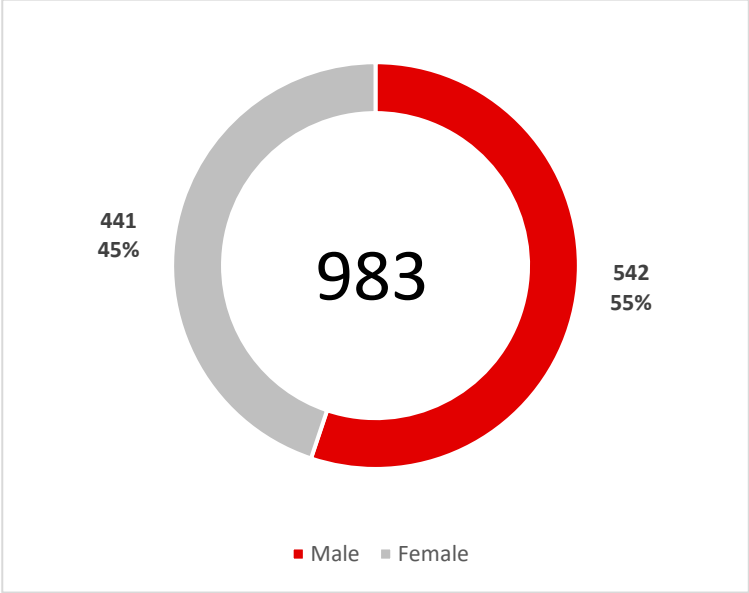


TOTAL EMPLOYEES IN SCOPE BY GENDER

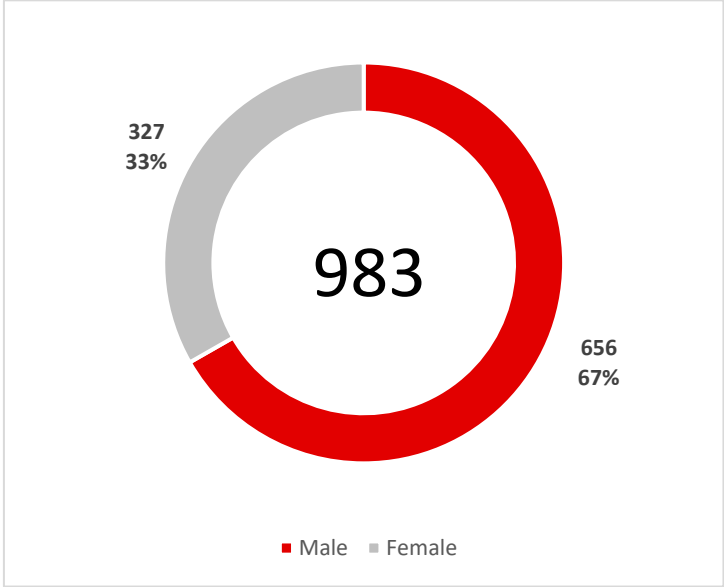


PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE

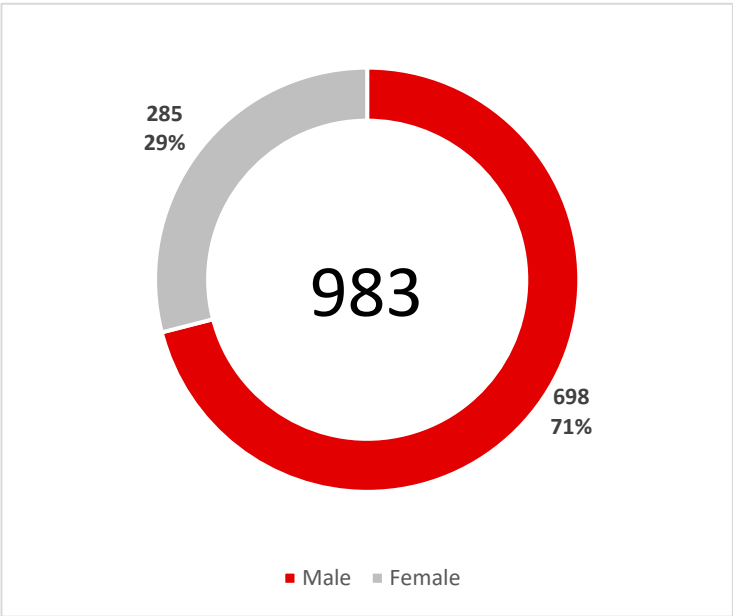
Percentage of Men and Women in Upper Hourly Pay Quartile



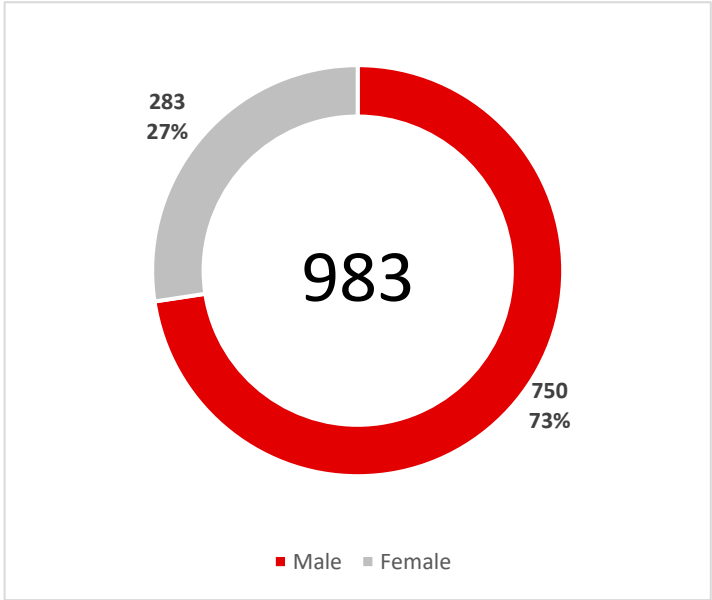
Percentage of Men and Women in Upper-Middle Hourly Pay Quartile



Percentage of Men and Women in Lower-Middle Hourly Pay Quartile



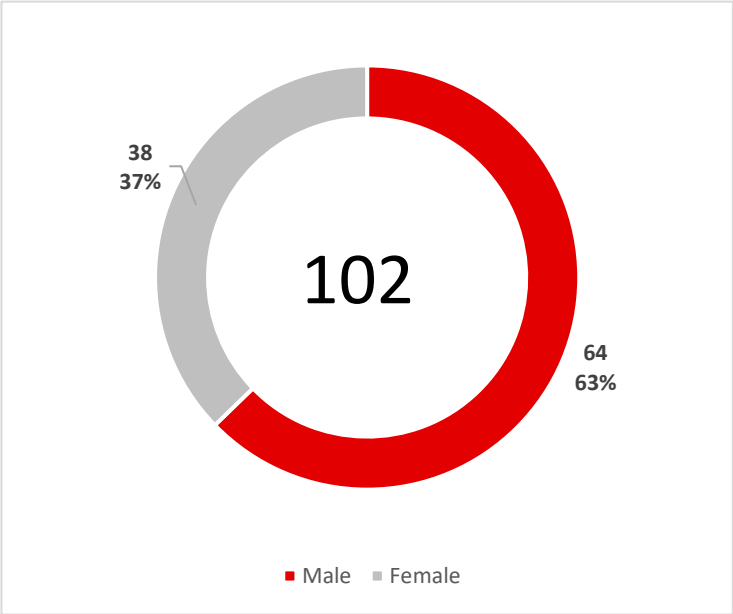
Percentage of Men and Women in Lower Hourly Pay Quartile



Mean Hourly Pay Gap: 6.8%

Median Hourly Pay Gap: 7.5%

Employees in Receipt of Bonus by Gender



Mean Bonus Pay Gap: 18%

Median Bonus Pay Gap: 3.3%

Total number of Swissport GB Limited employees in receipt of bonus:
102 (2.59% of all Swissport GB Limited employees)

Males in receipt of bonus:
64 (1.62% of all males employed by Swissport GB Limited)

Females in receipt of bonus:
38 (0.96% of all females employed by Swissport GB Limited)

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

Comparisons have been made in this summary between 2021 and 2022 reporting years. It is important to note that last year a significant number of employees were furloughed at the snapshot date due to the impact of the Coronavirus Pandemic, therefore only 26% were in scope compared to 80% in scope this year.

The 2022 mean gender pay gap at Swissport GB Ltd has increased from 2.9% in 2021 to 6.8% in 2022, however this is a decrease from the 7.08% figure in 2020. This figure is higher than the UK national average, with a mean gender pay gap of 5.45%, however it is lower than the national average gender pay gap of 8.3% ([Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/earningsandincome/articles/genderpaygapintheuk/2021)).

The median gender pay gap has increased from -5.93% in 2021 to 7.5% in 2022. This is less than the national average median gender pay gap this year of 9.71%.

We also have seen a decrease in the mean gap in bonus pay for Swissport GB Ltd in 2022 to 18%, compared with 26.55% in 2021. There is understandably a lower percentage of both female employees, down from 3.13% in 2021 to 0.96% in 2022 and male employees, down from 2.81% in 2021 to 1.62% in 2022, in receipt of a bonus within Swissport GB Ltd. This is due to the increase in the number of employees in scope this year.

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 "Karen Cox", enclosed in a thin black rectangular border.

Karen Cox
Global Director of Operations & Safety
Managing Director - Ground Handling UK&I