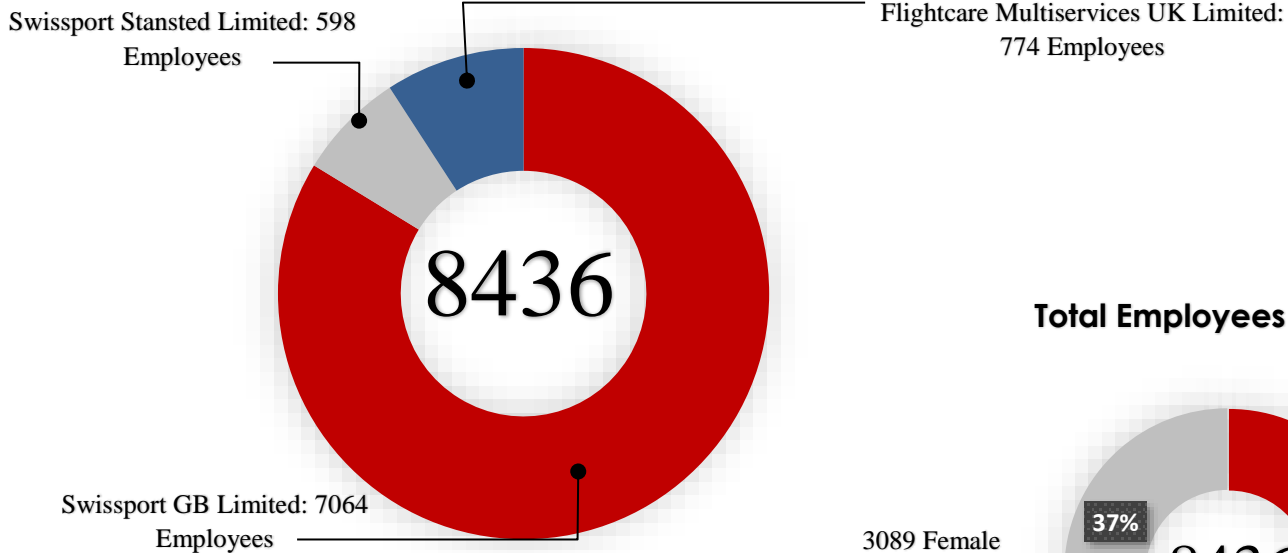


SWISSPORT UK GENDER PAY GAP REPORT 2017

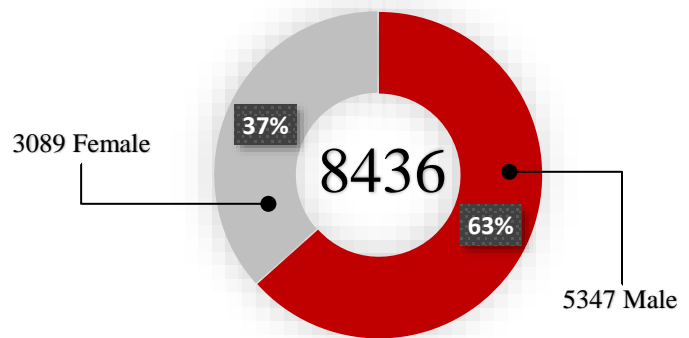
Swissport is the largest global provider of aviation support services, with a worldwide workforce of over 68,000 employed in 50 countries. We operate from **27** locations within the UK and as at the 5th April 2017 there were **8436** “in scope” employees within the 3 entities covered by this report:

- Swissport GB Limited
- Flightcare Multiservices UK Limited
- Swissport Stansted Limited

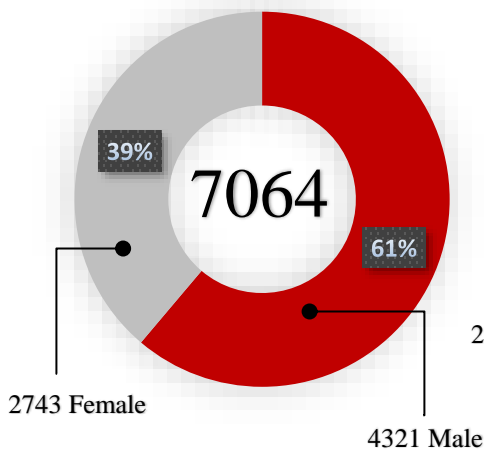
Total Employees by Entity



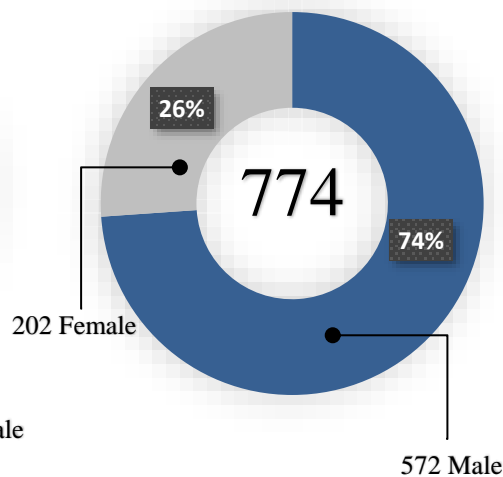
Total Employees by Gender



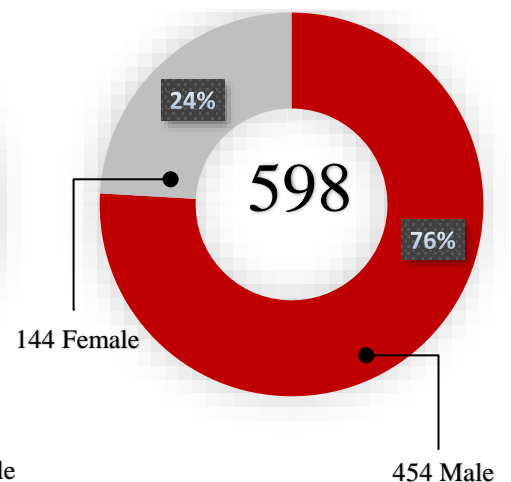
Swissport GB Limited



Flightcare Multiservices UK Limited

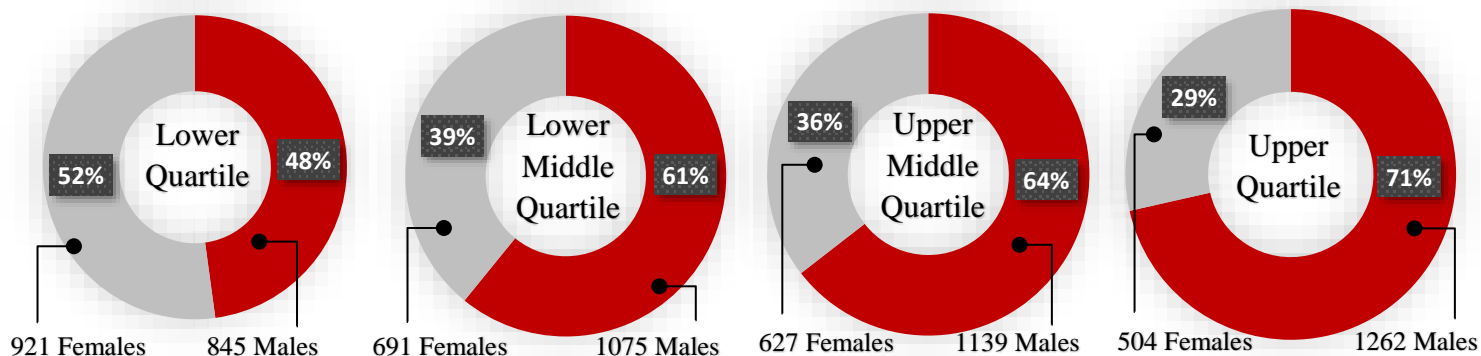


Swissport Stansted Limited



1 SWISSPORT GB LIMITED

1.1 PROPORTION OF MALES & FEMALES IN EACH PAY QUARTILE

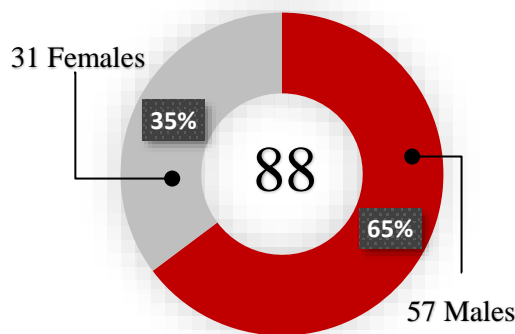


Mean Hourly Pay Gap: 8.3%

Median Hourly Pay Gap: 5.8%

The above shows that on average male employees are paid 8.3% (mean average) and 5.8% (median average) more than female employees.

1.2 EMPLOYEES IN RECEIPT OF BONUS



Mean Bonus Gap: 38.8%

Median Bonus Gap: -50.2%

The above shows that male employees received 38.8% higher average (mean) bonus payments than female employees, although female employees received 50.2% higher median bonus payments than male employees.

Total number of Swissport GB Limited employees in receipt of bonus: 88 (1.25% of all Swissport GB Limited employees)

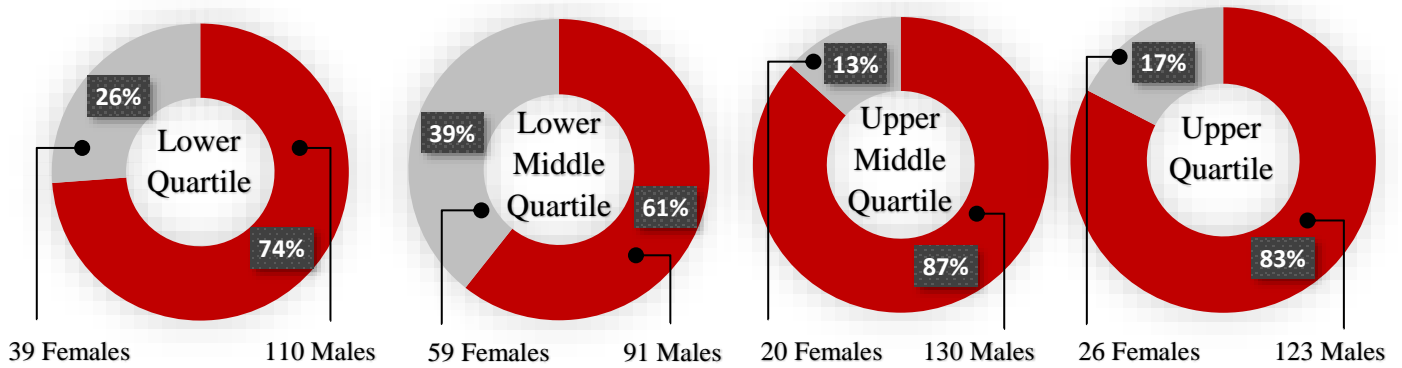
Males in receipt of bonus: 57 (1.3% of all males employed by Swissport GB Limited)

Females in receipt of bonus: 31 (1.1% of all females employed by Swissport GB Limited)

NB: Median Bonus Payment Higher for Females

2 SWISSPORT STANSTED LIMITED

2.1 PROPORTION OF MALES & FEMALES IN EACH PAY QUARTILE

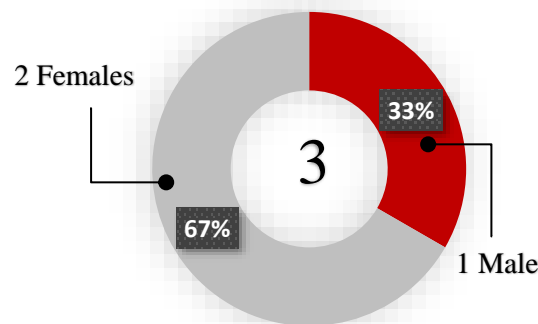


Mean Hourly Pay Gap: 2.2%

Median Hourly Pay Gap: 3.3%

The above shows that on average male employees are paid 2.2% (mean average) and 3.3% (median average) more than female employees.

2.2 EMPLOYEES IN RECEIPT OF BONUS



Mean Bonus Gap: -1.1%

Median Bonus Gap: -1.1%

The above shows that female employees received 1.1% higher average (mean) and (median) bonus payments than male employees.

Total number of Swissport Stansted Limited employees in receipt of bonus: 3 (0.5% of all Swissport Stansted Limited employees)

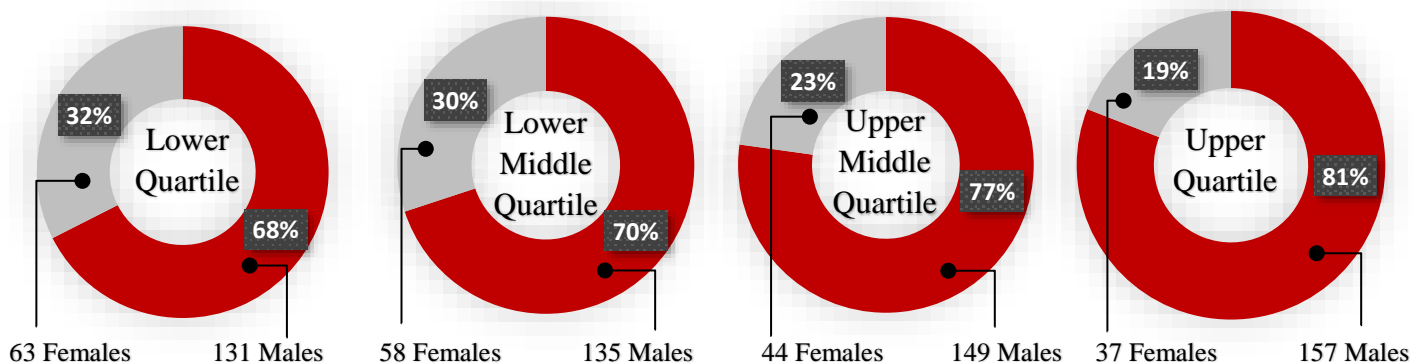
Males in receipt of bonus: 1 (0.2% of all males employed by Swissport Stansted Limited)

Females in receipt of bonus: 2 (1.4% of all females employed by Swissport Stansted Limited)

NB: Mean Bonus Payment Higher for Females

3 FLIGHTCARE MULTISERVICES UK LIMITED

3.1 PROPORTION OF MALES & FEMALES IN EACH PAY QUARTILE

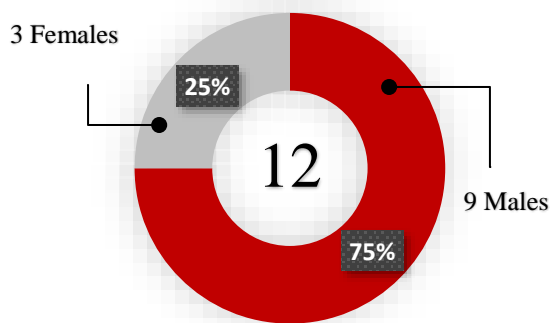


Mean Hourly Pay Gap: 6.7%

Median Hourly Pay Gap: 3.9%

The above shows that on average male employees are paid 6.7% (mean average) and 3.9% (median average) more than female employees.

3.2 EMPLOYEES IN RECEIPT OF BONUS



Mean Bonus Gap: 40.1%

Median Bonus Gap: 28.2%

The above shows that male employees received 40.1% higher average (mean) and 28.2% (median) bonus payments than female employees.

Total number of Flightcare Multiservices UK Limited employees in receipt of bonus: 12 (1.5% of all Flightcare Multiservices UK Limited employees)

Males in receipt of bonus: 9 (1.6% of all males employed by Flightcare Multiservices UK Limited)

Females in receipt of bonus: 3 (1.5% of all females employed by Flightcare Multiservices UK Limited)

4 SUMMARY - PROMOTING AN INCLUSIVE AND DIVERSE CULTURE WITHIN SWISSPORT UK

We are extremely proud to have such a culturally diverse workforce and are committed to ensuring equality in the workplace.

We have a mean pay gap of less than 8.5% compared with the UK average of 18.4% according to the Office of National Statistics (2017).

Over recent years we have been working with trade union colleagues to establish and implement simplified pay arrangements, a skill based grading structure, together with transparent career progression opportunities and improved “open” recruitment practices.

The above measures have addressed the anomalies under previous pay arrangements and all new vacancies and promotion opportunities are advertised on our public careers website, providing opportunities for career progression to all employees. This is evidenced by the fact that female applicants have been appointed to four of the seven most recent additions to the UK leadership team.

I can confirm that the above information is accurate.

A handwritten signature in black ink that reads "Luzius Wirth".

Luzius Wirth
CEO
Swissport UK & Ireland