

SWISSPORT GB LIMITED
GENDER PAY GAP REPORT
2024

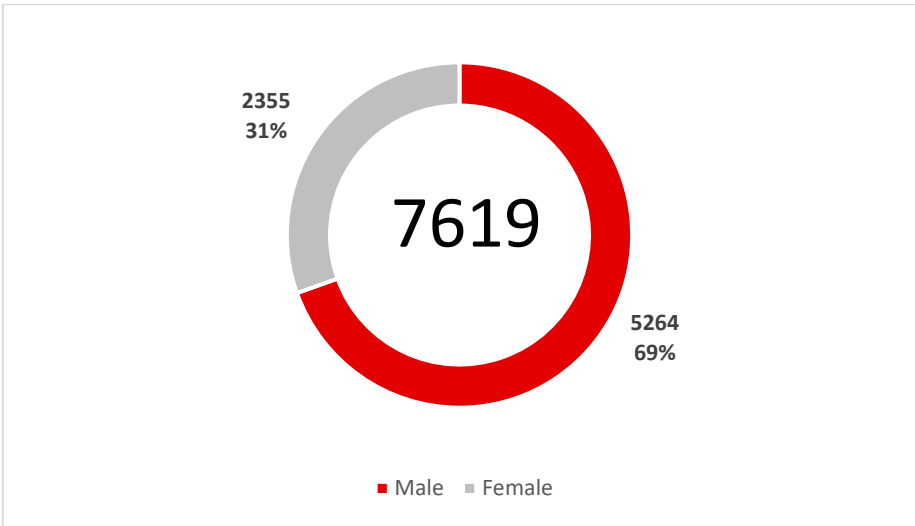
INTRODUCTION

Swissport is the largest global provider of aviation ground handling services. We operated from 22 locations within the UK and as of the 5th of April 2024 there were 7619 employees of Swissport GB Limited. There are 6556 “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:

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

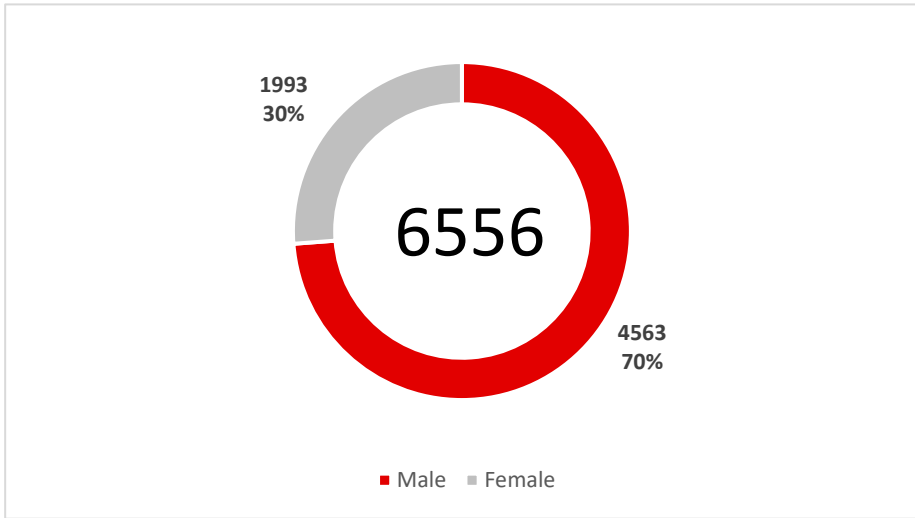
TOTAL EMPLOYEES BY GENDER

5264 MALE OF 7619 TOTAL = 69.1% & 2355 FEMALE OF 7619 TOTAL = 30.9%



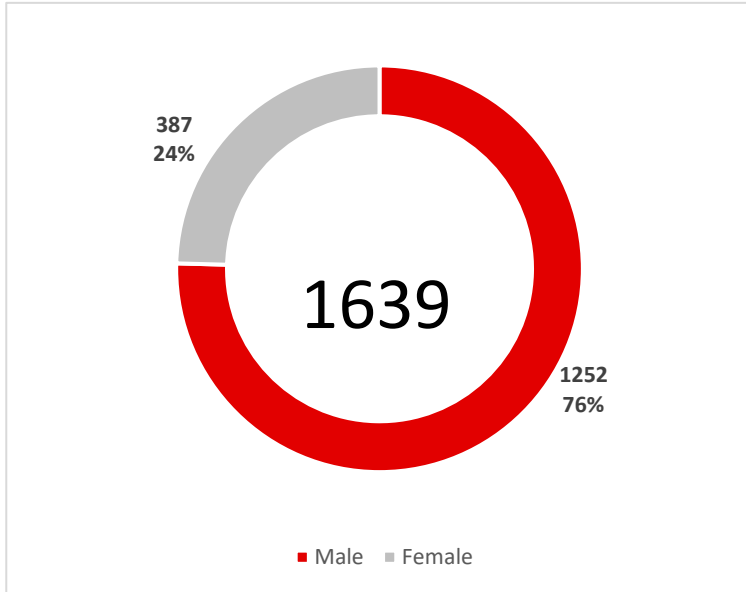
TOTAL EMPLOYEES IN SCOPE BY GENDER

4,563 MALE OF 6,556 IN SCOPE = 69.6% & 1,993 FEMALE OF 6,556 TOTAL = 30.4%



PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE

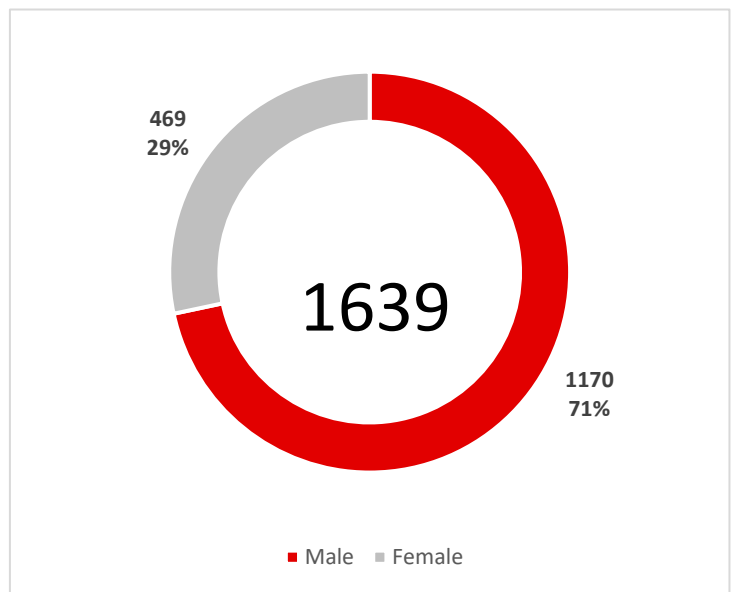
Percentage of Men and Women in Upper Hourly Pay Quartile



MALE = 1,252 / 1639 = 76.4%

FEMALE = 387 / 1639 = 23.6%

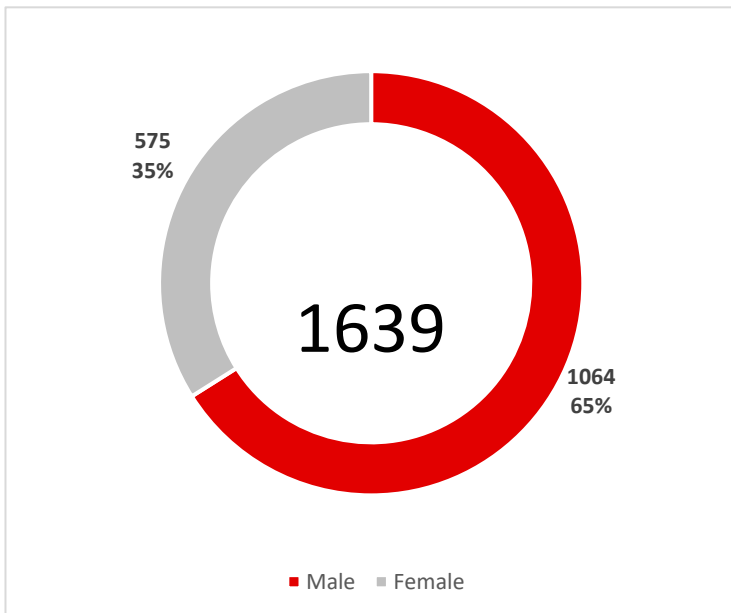
Percentage of Men and Women in Upper-Middle Hourly Pay



MALE = 1,170 / 1639 = 71.4%

FEMALE = 469 / 1639 = 28.6%

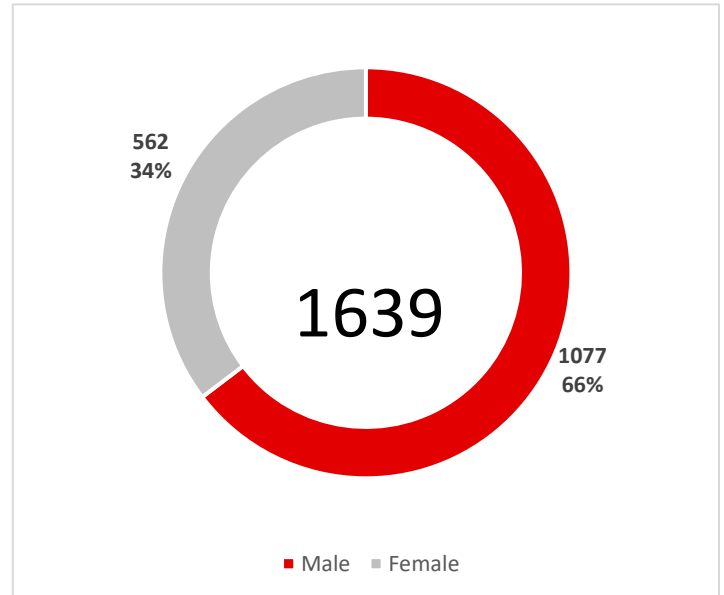
Percentage of Men and Women in Lower-Middle Hourly Pay Quartile



LOWER MIDDLE MALE = 1,064 / 1639 = 64.9%

LOWER MIDDLE FEMALE = 575 / 1639 = 35.1%

Percentage of Men and Women in Lower Hourly Pay Quartile



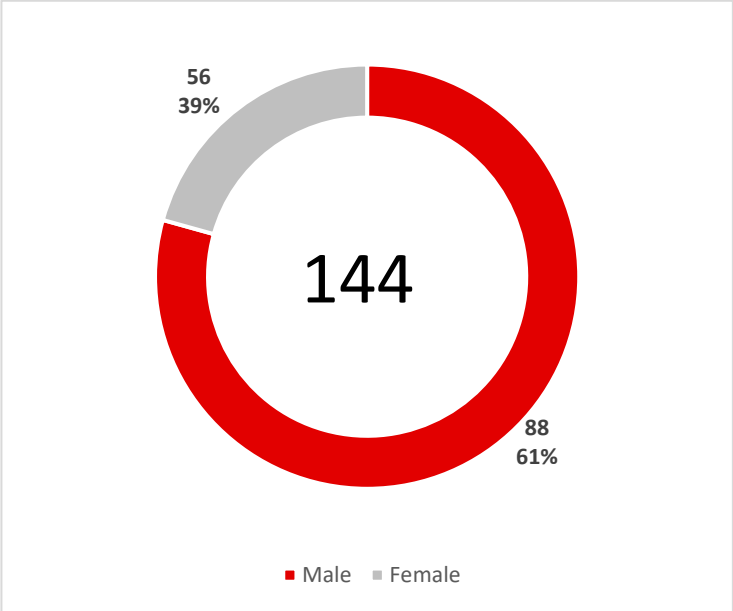
LOWER MALE = 1,077 / 1639 = 65.7%

LOWER FEMALE = 562 / 1639 = 34.3%

Mean Hourly Pay Gap: 6.4%

Median Hourly Pay Gap: 77.3%

Employees in Receipt of Bonus by Gender
MALE 88/144 TOTAL = 61.1% FEMALE 56/144 = 38.9%



Mean Bonus Pay Gap: 40%

Median Bonus Pay Gap: 15.5%

Total number of Swissport GB Limited employees in receipt of bonus:
144 (1.89% of all Swissport GB Limited employees)

Males in receipt of bonus:
88 (1.15% of all males employed by Swissport GB Limited)

Females in receipt of bonus:
56 (0.74% 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 2023 and 2024 reporting years. It is important to note that last year we grew the headcount by 16%.

The 2024 mean gender pay gap at Swissport GB Ltd has increased from 4.7% in 2023 to 6.4%. The median gender pay gap is 7.3% which is slightly higher than last year by 0.01% and is slightly higher than the national average gender pay gap of 7.0% ([Gender pay gap in the UK - Office for National Statistics](#)).

We have seen a decrease in the median gap in bonus pay for Swissport GB Ltd in 2024 by 46.4% from 61.9% to 15.5%. This year, there is a higher percentage of both female employees, up from 0.0034% in 2023 to 0.74% in 2024 and male employees, up from 0.0057% in 2023 to 1.15% in 2024, in receipt of a bonus within Swissport GB Ltd. This is due to the increase in the number of employees in scope this year.

To close the gender, pay gap, Swissport continues to look at the following.

- Enhancing flexible working options to support a better work-life balance for all employees.
- Encouraging women to apply for traditionally male-dominated roles through targeted outreach and training.
- Enhancing flexible working options to support a better work-life balance for all employees.
- Reviewing policies around parental leave to promote shared responsibility for childcare.
- Conducting regular pay audits to identify and address any pay discrepancies.
- Ensuring fair and transparent salary structures across all roles.

As an example, we have recently implemented both an enhanced maternity and paternity leave schemes.

Swissport is dedicated to reducing the gender pay gap and fostering a culture of fairness and inclusion. We will continue to monitor progress, refine our strategies, and work towards a more equitable future for all employees.

This report has been approved by Karen Cox, CEO, and is published in accordance with the UK government's gender pay gap reporting requirements.

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