

SWISSPORT GB LIMITED  
GENDER PAY GAP REPORT  
2020/21

Swissport is the largest global provider of aviation ground handling services. We operate from **28** locations within the UK and as at the 5<sup>th</sup> April 2020 there were **7364** employees of Swissport GB Limited. However, the impact of the coronavirus pandemic resulted in the requirement to place the majority of employees on furlough during this time. As a result, there are only **977** “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:

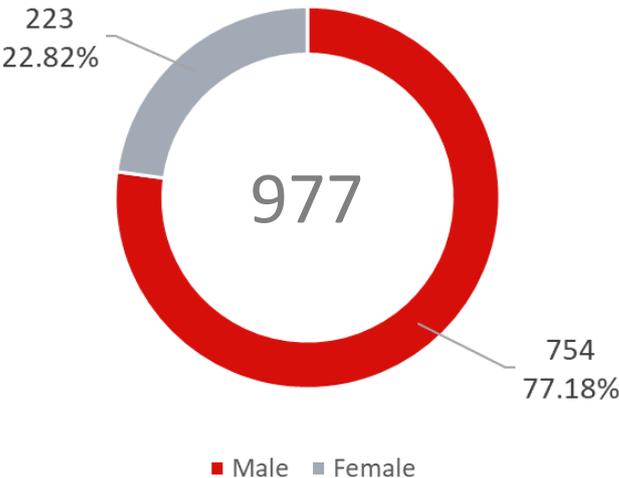
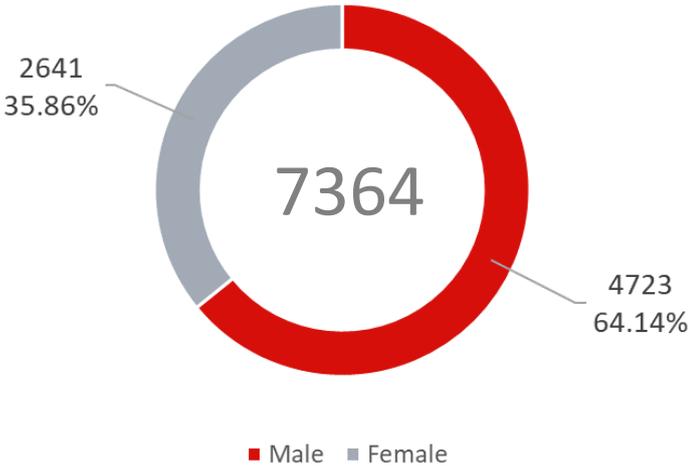
- <https://www.acas.org.uk/gender-pay-gap-reporting>
- <https://www.gov.uk/government/collections/gender-pay-gap-reporting>

Please note that since the publication of our 2018 Gender Pay Gap Report, the entity Swissport Stansted Limited has been integrated into Swissport GB Ltd with effect from 01/11/2019. The figures presented in this report for Swissport GB Ltd are therefore inclusive of those for Swissport Stansted Limited.

**TOTAL EMPLOYEES BY GENDER**

Total employees by gender

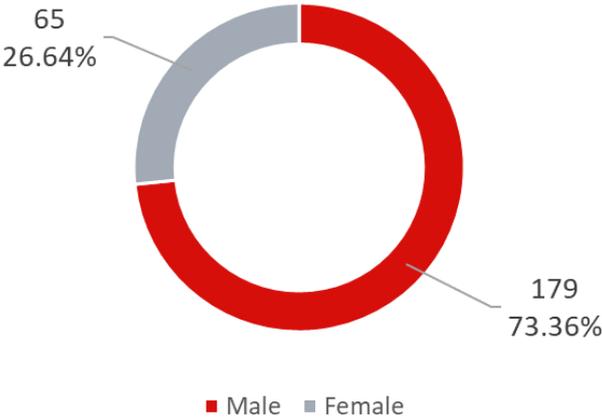
Total employees in scope by gender



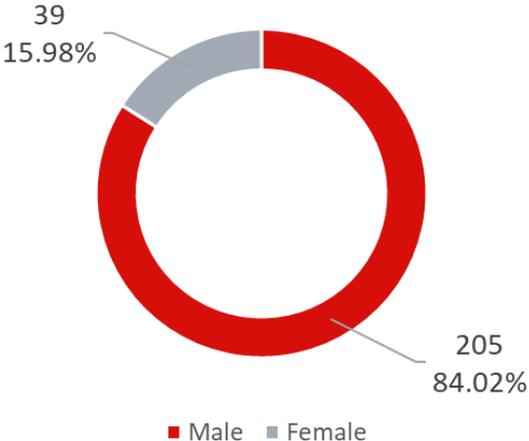
**SWISSPORT GB LIMITED**

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

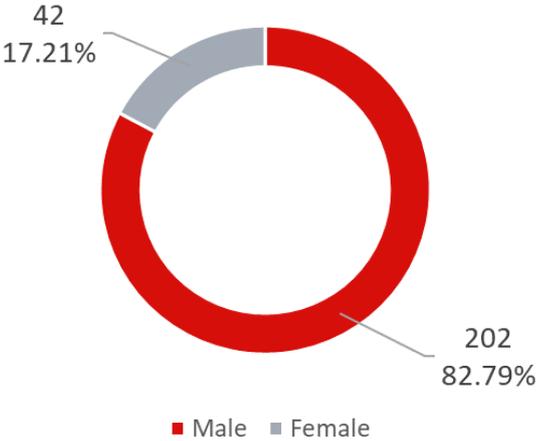
Percentage of men and women in upper hourly pay quarter



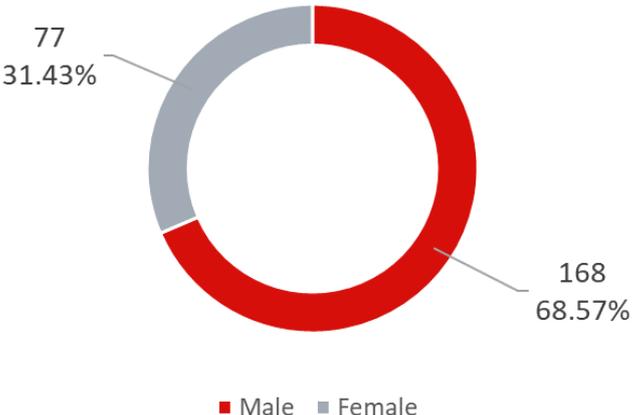
Percentage of men and women in upper middle hourly pay quarter



Percentage of men and women in lower middle hourly pay quarter



Percentage of men and women in lower hourly pay quarter

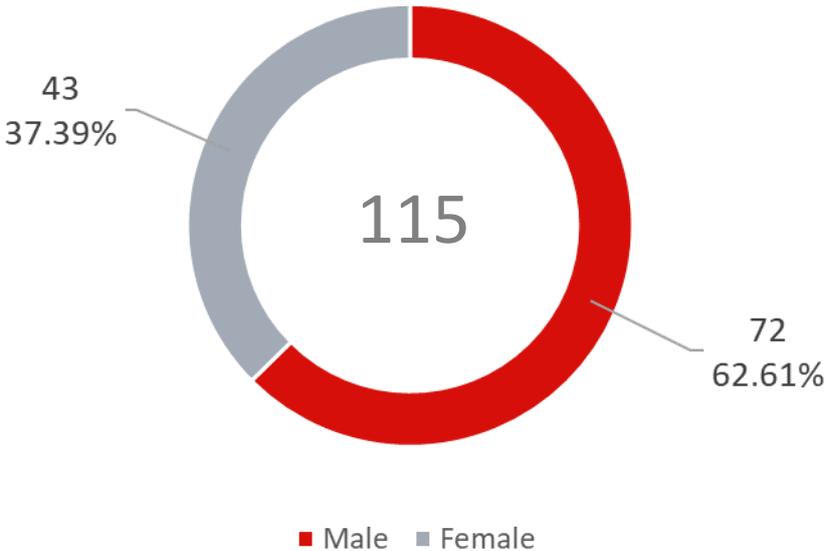


**Mean Hourly Pay Gap: 7.08%**

**Median Hourly Pay Gap: 4.25%**

**EMPLOYEES IN RECEIPT OF BONUS**

Employees in receipt of bonus



Mean Bonus Gap: 26.55%

Median Bonus Gap: 18.41%

**Total number of Swissport GB Limited employees in receipt of bonus:**  
115 (1.56% of all Swissport GB Limited employees)

**Males in receipt of bonus:**  
72 (1.52% of all males employed by Swissport GB Limited)

**Females in receipt of bonus:**  
43 (1.63% of all females employed by Swissport GB Limited)

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

Reporting on Gender Pay Gap was [suspended](#) by the government for 2019 due to the impact of the coronavirus pandemic. As a result, comparisons have been made in this summary between 2018 and 2020 reporting years.

The 2020 mean gender pay gap at Swissport GB Ltd has increased from 6.4% in 2018 to 7.08 % in 2020. However, this figure is still substantially lower than the UK national average, with a mean gender pay gap of 15.5% ([Office of National Statistics, 2020](#)). Using a smaller sample size of employees (13.27%) 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 4.3% in 2018 to 4.25% in 2020. 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 2020 to 26.55%, compared with 30.2 % in 2018. We are also proud to report there is a greater percentage of female employees (1.63%) in receipt of a bonus than male employees (1.52%) 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.

Jude Winstanley  
Managing Director – Swissport UK and Ireland