

SWISSPORT GB LIMITED  
GENDER PAY GAP REPORT  
2025

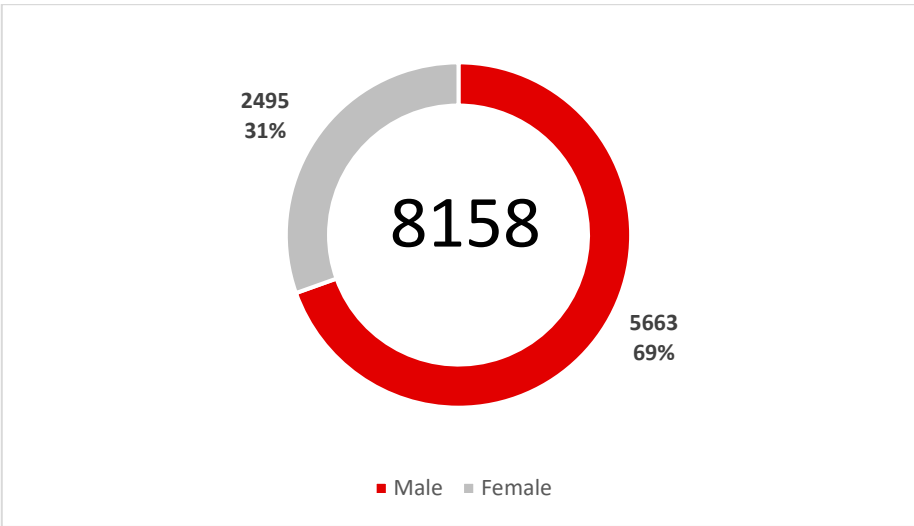
**INTRODUCTION**

Swissport is the largest global provider of aviation ground handling services. We operated from 22 locations within the UK and as of the 4<sup>th</sup> of April 2025 there were 8158 employees of Swissport GB Limited. There are 6438 “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>

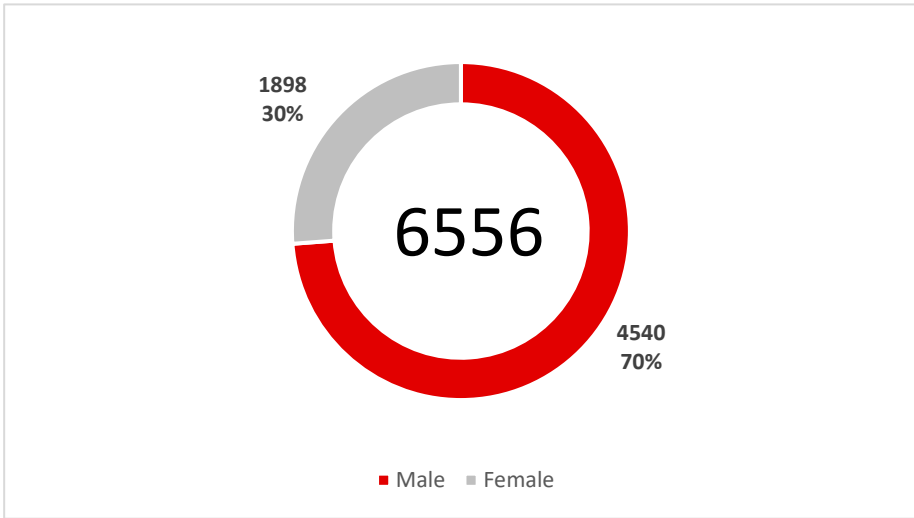
**TOTAL EMPLOYEES BY GENDER**

**5663 MALE OF 8158 TOTAL = 69.4% & 2495 FEMALE OF 8158 TOTAL = 30.6%**



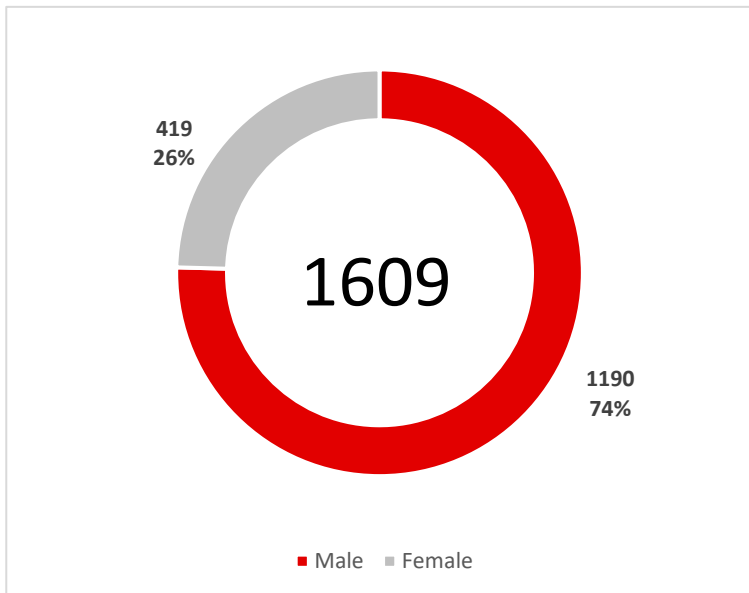
**TOTAL EMPLOYEES IN SCOPE BY GENDER**

**4540 MALE OF 6438 IN SCOPE = 70.5% & 1898 FEMALE OF 6438 TOTAL = 29.5%**



**PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE**

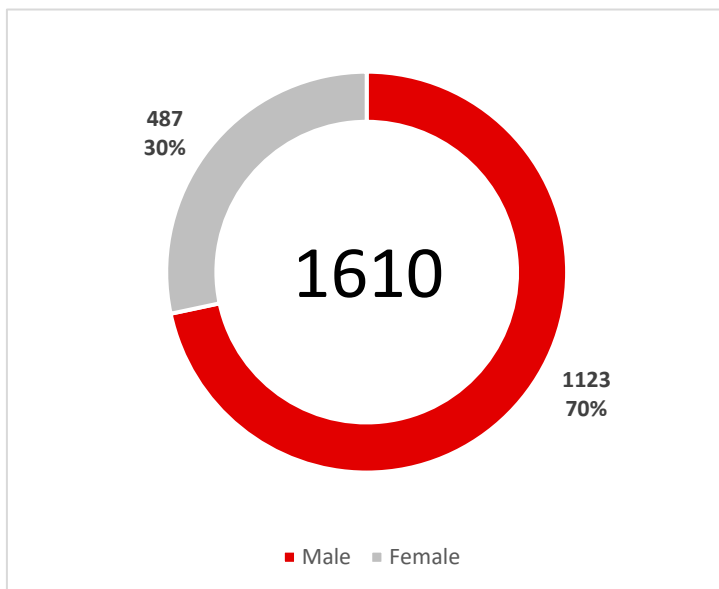
**Percentage of Men and Women in Upper Hourly Pay Quartile**



MALE =  $1190 / 1609 = 74\%$

FEMALE =  $419 / 1609 = 26\%$

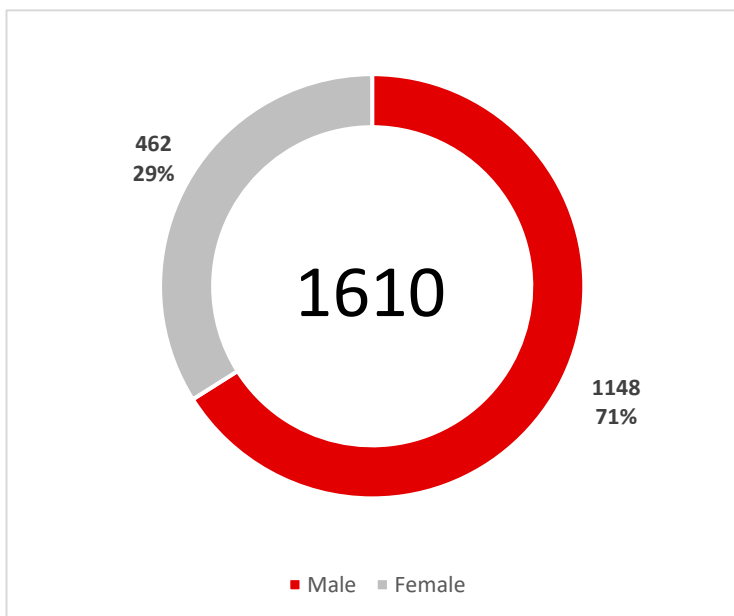
**Percentage of Men and Women in Upper-Middle Hourly Pay**



MALE =  $1123 / 1610 = 70\%$

FEMALE =  $487 / 1610 = 30\%$

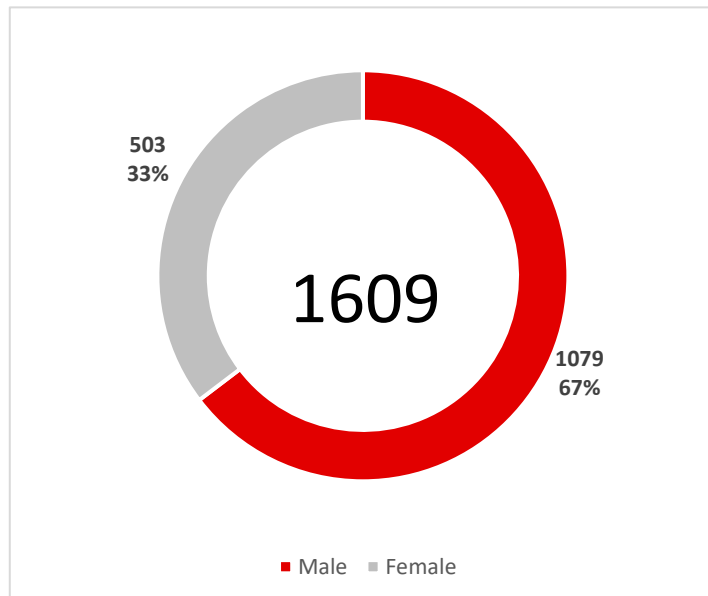
**Percentage of Men and Women in Lower-Middle Hourly Pay Quartile**



LOWER MIDDLE MALE =  $1148 / 1610 = 71\%$

LOWER MIDDLE FEMALE =  $462 / 1610 = 29\%$

**Percentage of Men and Women in Lower Hourly Pay Quartile**



LOWER MALE =  $1079 / 1609 = 67\%$

LOWER FEMALE =  $503 / 1609 = 33\%$

In summary the mean hourly pay rate for males is £17.52 and for females this is £16.99 which is a gap of £0.53ph or 3.03%.

The Median hourly rate for males is £15.55 against an hourly rate for females of £15.14 which is a gap of £0.41ph or 2.64%.

**Mean Hourly Pay Gap: 3.03%**

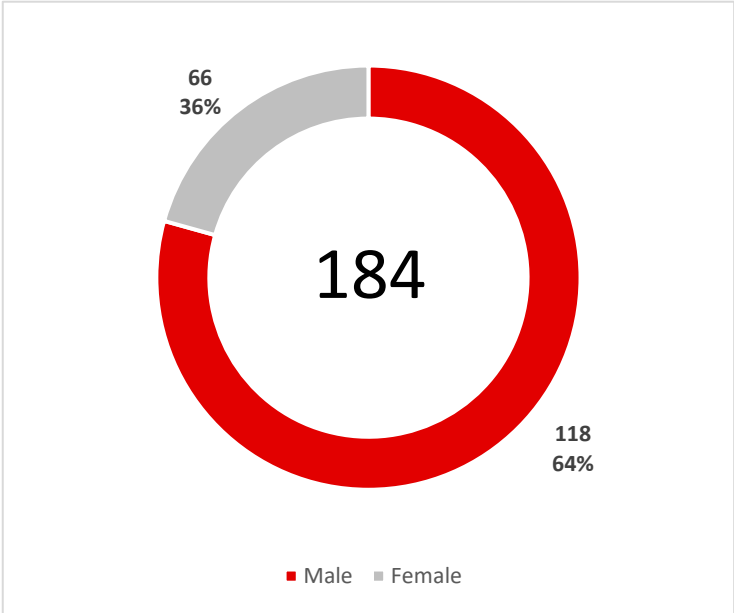
**Median Hourly Pay Gap: 2.64%**

**Employees in Receipt of Bonus by Gender**

Total Employees in receipt of a bonus = **184**

Total Males in receipt = **118 = 64%**

Total Females = **66 = 36%**



**Mean Bonus Pay Gap: 32.4%**

**Median Bonus Pay Gap: 22.7%**

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

184 (2.3% of all Swissport GB Limited employees)

**Males in receipt of bonus:**

118 (2.1% of all males employed by Swissport GB Limited)

**Females in receipt of bonus:**

66 (2.6% 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**

Comparisons have been made in this summary between 2024 and 2025 reporting years. It is important to note that last year we grew the headcount by 7%.

The 2025 mean gender pay gap at Swissport GB Ltd has decreased from 6.4% in 2024 to 3.03% in 2025. The median gender pay gap is decreased from 7.3 in 2024 to 2.64% in 2025 and is lower than the national average gender pay gap of 5% ([Gender pay gap report: 2025 – UK Statistics Authority](#)).

We have also seen a decrease in the median gap in bonus pay from 40% in 2024 to 32.4% in 2025. This year, there is a higher percentage of both female employees, up from 0.74% in 2024 to 2.1% in 2025 and male employees, up from 1.15% in 2024 to 2.1% in 2025, in receipt of a bonus within Swissport GB Ltd. This is due to the increase in the number of employees in scope this year.

Our latest gender pay gap report shows continued year-on-year improvement, reflecting the positive impact of our targeted actions to promote fairness, inclusion, and equal opportunity. While we are encouraged by this progress, we recognise that there is more to do and remain committed to sustaining momentum through ongoing review, accountability, and meaningful initiatives. 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  
CEO – UK & I.