

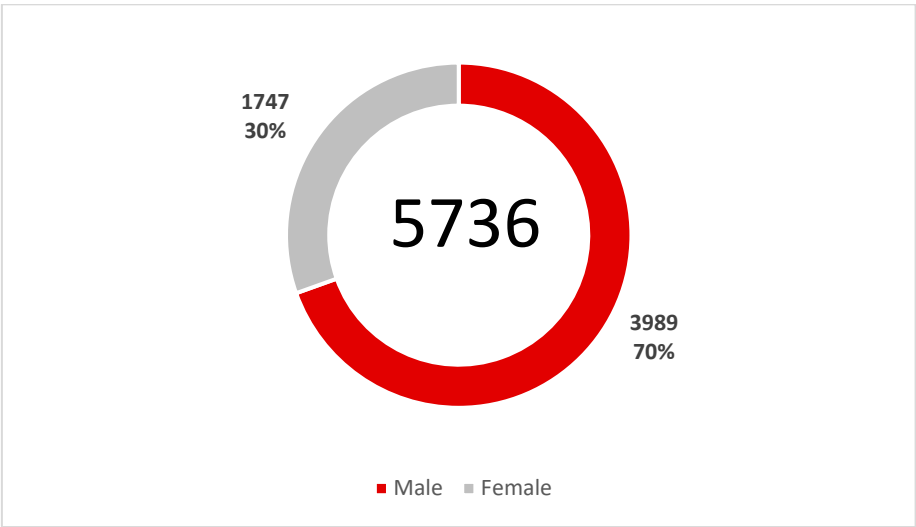
SWISSPORT GB LIMITED
GENDER PAY GAP REPORT
2023/24

INTRODUCTION

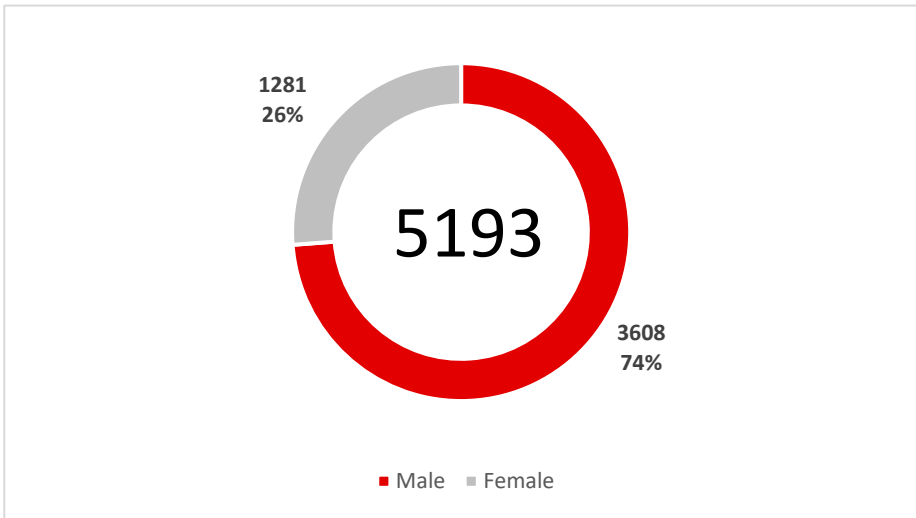
Swissport is the largest global provider of aviation ground handling services. We operated from **22** locations within the UK and as at the 5th of April 2023 there were **5736** employees of Swissport GB Limited. There are **5193** “in scope” employees used for the average hourly pay analysis, as others 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

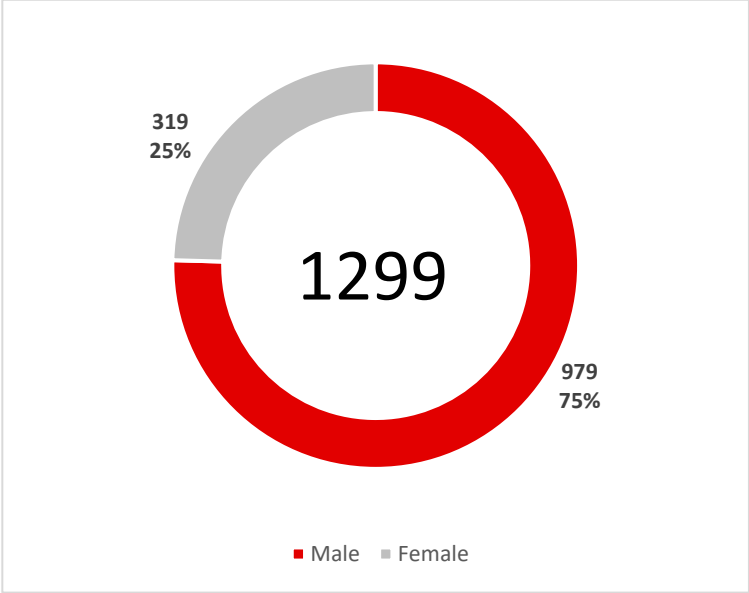


TOTAL EMPLOYEES IN SCOPE BY GENDER

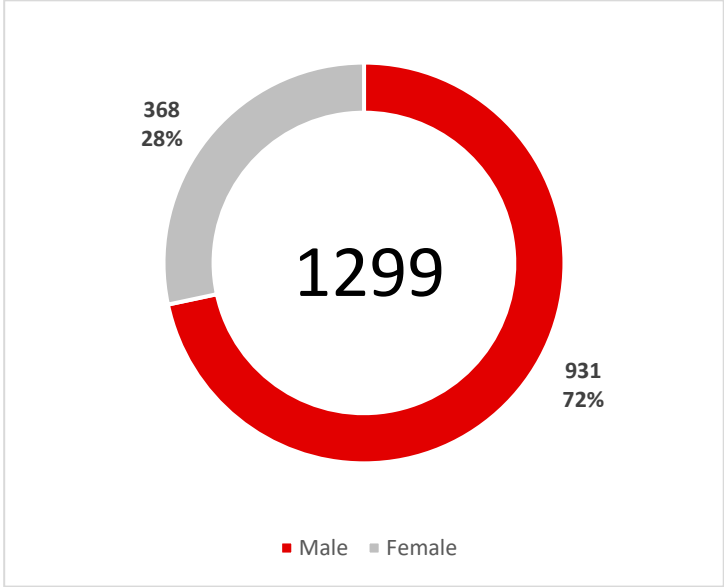


PERCENTAGE OF MEN AND WOMEN IN EACH HOURLY PAY QUARTILE

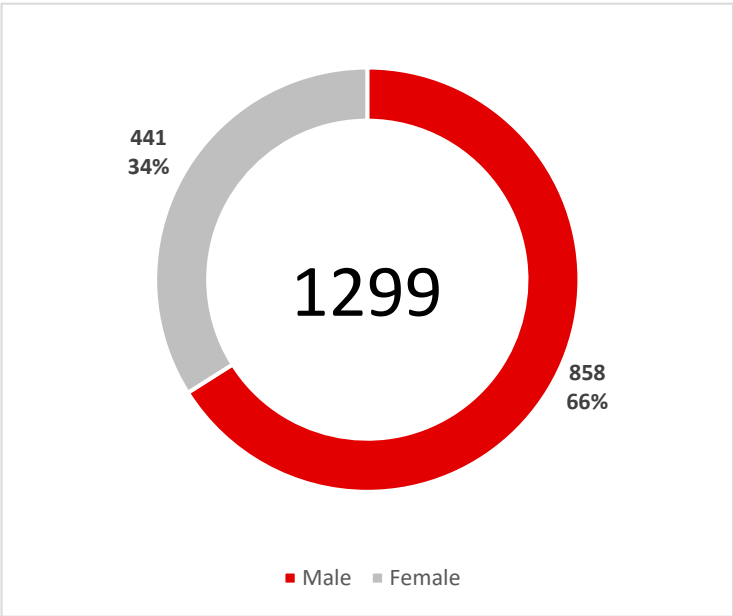
Percentage of Men and Women in Upper Hourly Pay Quartile



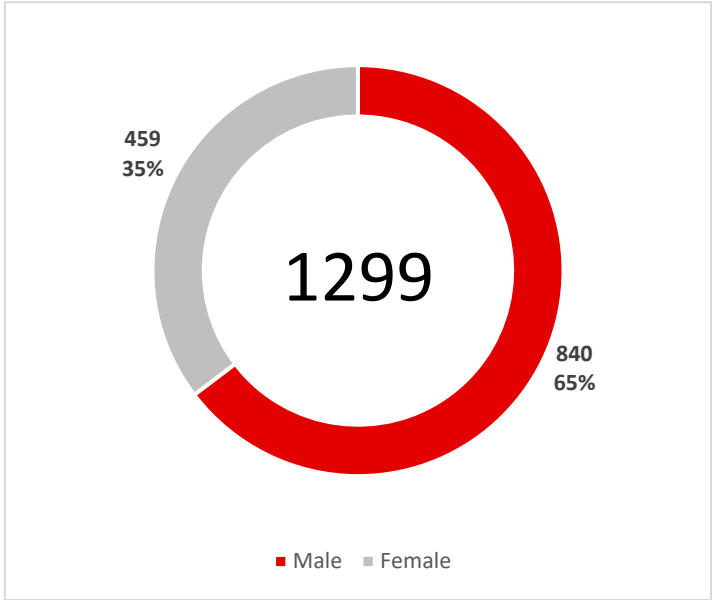
Percentage of Men and Women in Upper-Middle Hourly Pay Quartile



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



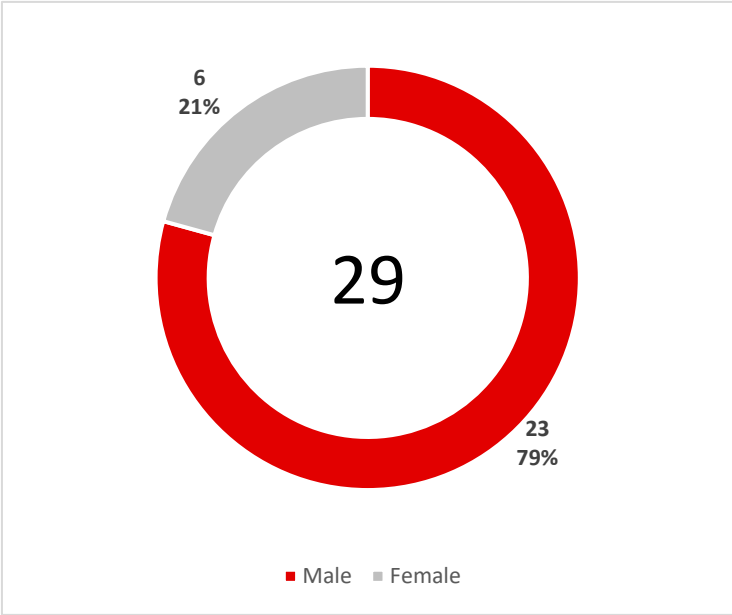
Percentage of Men and Women in Lower Hourly Pay Quartile



Mean Hourly Pay Gap: 4.7%

Median Hourly Pay Gap: 7.2%

Employees in Receipt of Bonus by Gender



Mean Bonus Pay Gap: -28.2%

Median Bonus Pay Gap: 61.9%

Total number of Swissport GB Limited employees in receipt of bonus:
29 (0.005% of all Swissport GB Limited employees)

Males in receipt of bonus:
23 (0.0057% of all males employed by Swissport GB Limited)

Females in receipt of bonus:
6 (0.0034% 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 2022 and 2023 reporting years. It is important to note that last year we grew the headcount by 17%.

The 2023 mean gender pay gap at Swissport GB Ltd has reduced from 6.8% in 2022 to 4.7%. The median gender pay gap of 7.2%, which is lower than last year's by 0.3%, is lower than the national average gender pay gap of 7.7% ([Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)).

We also have seen a decrease in the mean gap in bonus pay for Swissport GB Ltd in 2023 by 46% from 18% to -28.2%. There is understandably a lower percentage of both female employees, down from 0.96% in 2022 to 0.0034% in 2023 and male employees, down from 1.62% in 2022 to 0.0057% in 2023, in receipt of a bonus within Swissport GB Ltd. This is due to the increase in the number of employees in scope this year and the reduction in the number of those in receipt of a bonus in 2023.

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".

Karen Cox
CEO – Swissport UK&I