GENDER PAY GAP

Gatwick Ground Services (GGS) Limited is a wholly owned subsidiary of British Airways Plc and employs 384* people. The company provides ground handling and aircraft cleaning services for British Airways at Gatwick Airport.

“At GGS, our median pay gap is -9%, which is lower than the current national median average of 17.9%. The median bonus gap is -1%.

Pay and bonus differences

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
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</thead>
<tbody>
<tr>
<td>Hourly pay difference</td>
<td>-4%</td>
<td>-9%</td>
</tr>
<tr>
<td>Bonus pay difference</td>
<td>-14%</td>
<td>-1%</td>
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A negative number means the gap favours women.

Causes of the gender pay gap

GGS has grown into a market leader, demonstrating superior performance and a strong focus on its people and what is important to them. GGS places high value on job satisfaction and employee engagement and it continues to develop policies to meet the need for work-life balance and future planning.”

Mark Gower, Managing Director

Causes of the bonus gap

Men and women have the same opportunity to earn a bonus through GGS’ corporate bonus scheme. As women are paid higher salaries on average, and therefore paid bigger bonuses, this is driving the bonus gap.

We are an equal opportunities employer and therefore pride ourselves on a transparent recruitment process in order to encourage diversity across the organisation.

For the majority of our employees, salaries are agreed collectively with unions and we are therefore confident that there is complete gender neutrality of pay within our grades.

*as reported on 5 April 2018
PAY QUARTILES

The gender distribution across the four equal pay quartiles shows that there is a significant over-representation of men at all levels. The lowest quartile has shown a significant change from 0% female representation in 2017, to 14% in 2018 due to the procurement of a cleaning division. The lower middle quartile, which represents the ground handlers, remain unchanged at 1%.

PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE

[Diagram showing the proportion of women (F) and men (M) in each pay quartile.]

HOW WE ARE ADDRESSING THESE DIFFERENCES

- We are committed to building an inclusive workforce and work to attract a diverse range of candidates to apply for all roles within the business.
- We are continuously developing our family-friendly workplace policies for all employees. We support and process flexible working requests and incorporate these into the business wherever practicably possible.
- GGS has a high level of retention for both men and women at all levels in comparison to similar organisations.
- The organisation continues to support internal development and where possible recruit and promote internally, assisting progression through the business.

USEFUL TERMS:

Equal pay is when men and women performing equal work receive equal pay, as set out in the Equality Act 2010.

Gender pay gap refers to the difference between men's and women's average earnings across the organisation, expressed as a percentage of men's earnings. The gender pay gap in the UK is 17.9%.

We confirm that the information and data provided is accurate and in line with mandatory requirements.

Mark Gower
Managing Director, GGS