

GENDER PAY GAP

REPORT 2018

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.

“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

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

	Mean	Median
Hourly pay difference	-4%	-9%
Bonus pay difference	-14%	-1%

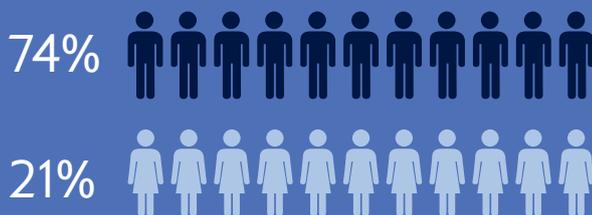
A negative number means the gap favours women.

CAUSES OF THE GENDER PAY GAP

GGS provides services to the airline industry which primarily includes duties on the ground such as baggage loading, so the workforce is predominantly employed in industrial airside roles. As it has typically been difficult to attract women into these roles, GGS's current workforce consists predominantly of men. 11% of employees are female, an increase from 6% reported in 2017. The majority of women are employed in our more skilled, senior and management roles attracting higher banded salaries. This is driving the mean and median pay differences.

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.



21% of women and 74% of men received a bonus.

GGS introduced a cleaning division in January 2018, represented largely by women and boosting the company's female representation. The women who joined appear in this report's figures, as recorded in April 2018. However, they were not eligible for the bonus paid in March 2018, as this was awarded for work paid during 2017, before they joined the business.

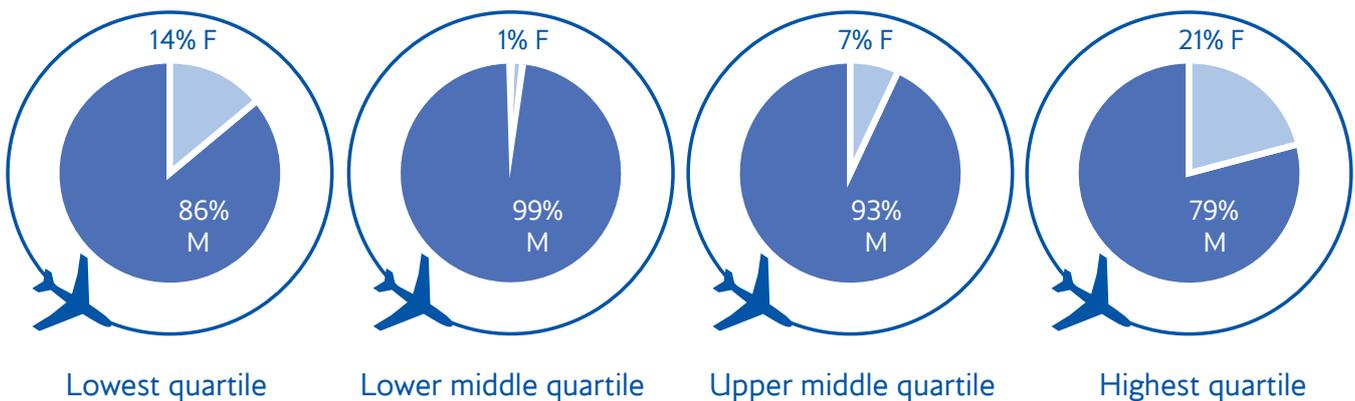
We are an equal opportunities employer and therefore pride ourselves on a transparent recruitment process in order to encourage diversity across the organisation.

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.

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



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