

Birmingham Airport Gender Pay Gap Report 2021



“As an impact of COVID-19 pandemic, the airport went on significant journey during 2020-21 which meant restructuring the organisation, reducing headcount, and continuation of furloughing employees. However, as the industry restarts, our focus is and will continue to be on allowing talented people to succeed.

The 2021 Gender Pay Gap report highlights where we are today as an organisation, and we remain committed in our efforts to build a workforce that reflects the regional diversity and one which promotes a culture of inclusiveness for all genders and backgrounds.”



Nick Barton
Chief Executive Officer

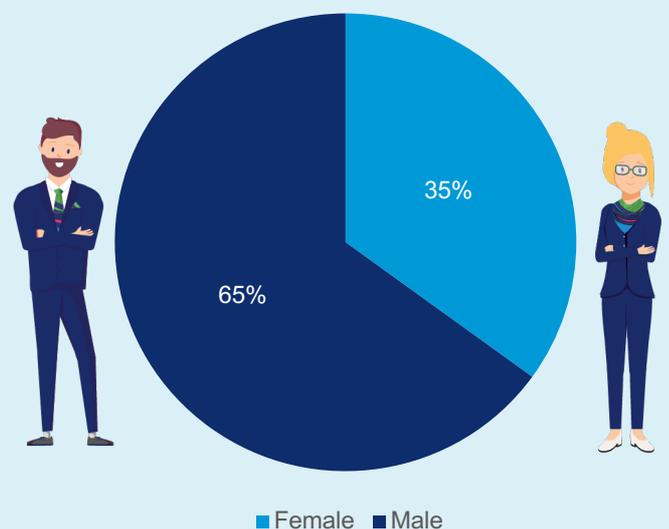


Our environment

As at our 2021 snapshot date the total number of non-furloughed full pay relevant employees in the group totalled 263 employees, BAL 142, BHX Fire and Rescue Limited 2, BAATL 41, BAH 2, BASL 76

- Birmingham Airport Holdings Limited (BAH)
- Birmingham Airport Limited (BAL)
- Birmingham Airport Services Limited (BASL)
- BHX Fire and Rescue Limited (BHXF&R)
- Birmingham Airport Air Traffic Limited (BAATL)

Gender Profile 2021
Non – Furloughed Full Pay Relevant (NFFPR)

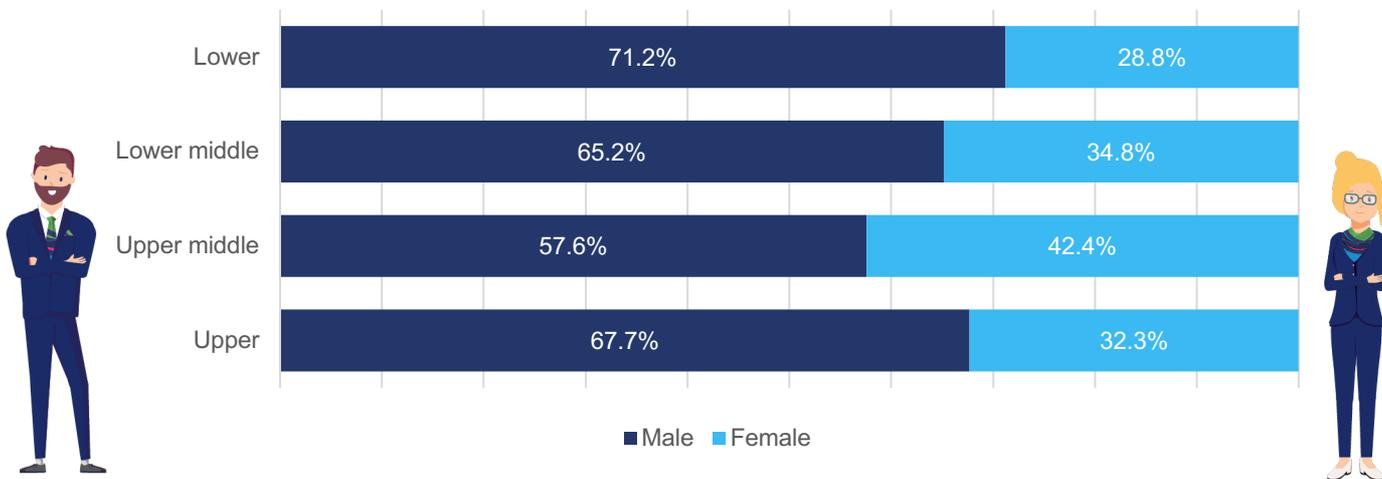


Our composition



Proud of every journey

Proportions of male and female in each quartile



Gender pay gap

Difference between males and females	Mean	Median
Pay gap	8.01%	-7.4%

Gender is not a factor in determining pay rates within the Birmingham Airport group and non-management roles are on collectively agreed pay scales where **men and women are paid equally for equivalent roles**. Due to the impact of the pandemic no bonus payment was awarded to any of our employees within the group.

Our future commitment to improve gender diversity

Our focus remains on reducing and closing the gender pay gap and our continued commitment to the implementation of the below initiatives has alleviated the impact on our gender pay gap reporting.

- Introduction of new policies to support all our employees within the group.
- Continue to strive to make aviation diverse, inclusive, and accessible to all by engaging with a number of local and national initiatives such as the Women in Aviation & Aerospace Charter, and the 'Reach for the Sky' government's aviation skills programme.
- Ensuring that we recruit, develop, and retain talented people regardless of their gender and continue to monitor our performance.
- Continuation of training on equality, diversity, and unconscious bias.

