



BA Better World

# GATWICK GROUND SERVICES GENDER PAY GAP REPORT 2023



# GENDER PAY GAP

"GGS is a leading service provider in the Ground Handling industry, delivering a comprehensive range of services to partner airlines, encompassing front of house\*, gate, ramp, baggage handling, and aircraft cleaning.

At GGS, we're committed to an inclusive recruitment policy, recognising the importance of equality, diversity, and inclusion in our workforce.

As of the snapshot date in 2023, GGS experienced a substantial rebound in staffing levels, approaching pre-pandemic benchmarks. This data provides a credible reflection of the organisation's current state, showcasing resilience in the face of industry challenges."

Mark Gower,  
Managing Director



\*As a point of note, the acquisition of an additional Front of House contract at London City Airport occurred post-snapshot date and is not reflected in the 2023 figures.

Our Mean Gender Pay Gap is 9% and our Median Gender Pay Gap is 10% with the sentence from Page 2 - Our Mean Gender Pay Gap is 8.0%, and our Median Gender Pay Gap is 9.0% - both figures are an improvement of 1% on the figures we reported in 2022, and continue to track below the national average for the Gender Pay Gap

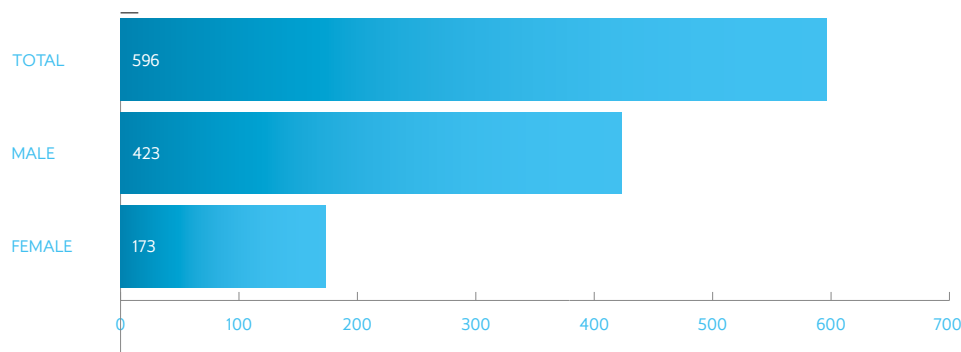
PAY AND BONUS DIFFERENCES		
	MEAN	MEDIAN
HOURLY PAY DIFFERENCE	8%	9%
BONUS PAY DIFFERENCE	N/A	N/A

CAUSES OF THE GENDER PAY GAP

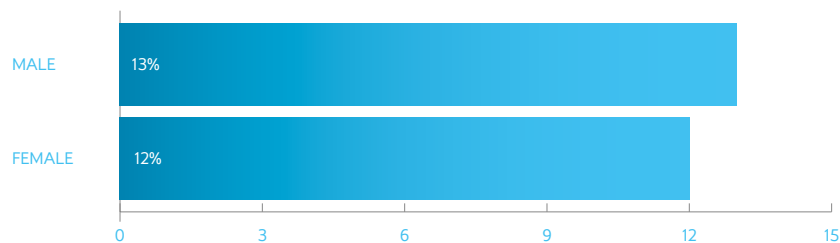
Currently, GGS has a higher representation of women in Front of House roles, with a greater proportion of men in Ramp positions. Despite maintaining an impartial recruitment process that adheres to equal opportunities, Front of House services are significantly more appealing to a predominantly young female demographic, serving as a common entry point into the broader realm of travel and tourism. In contrast, roles within the Ramp sector traditionally attract a predominantly male workforce.

We recognise the importance of fostering a diverse and inclusive work environment and we’re committed to ensuring equity in remuneration. Our compensation and reward practices are non-discriminatory.

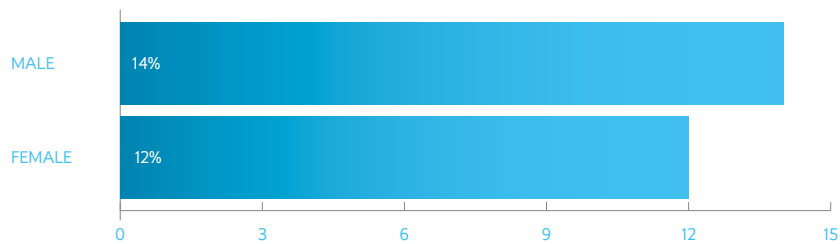
TOTAL NUMBER OF EMPLOYEES



MEDIAN PAY (HOURLY PAY)



MEAN PAY (HOURLY PAY)

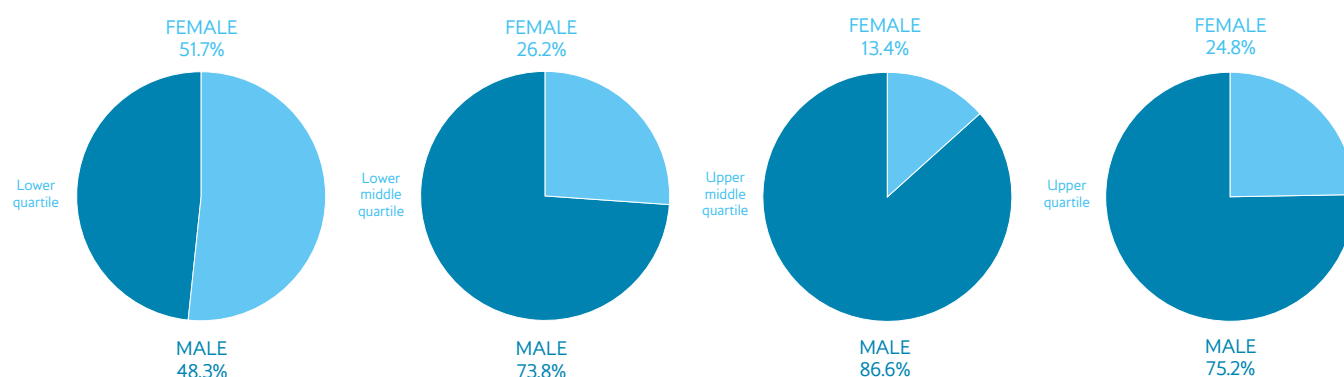


\* as reported on 5 April 2023. It is important to note that the legislative requirements are binary in regard to gender (specifying female compared to male). Whilst we are reporting our statistics in the manner set out by law, we recognise and support all gender identities

## PAY QUARTILES

The gender distribution in the upper three quartiles reveals a notable prominence of men, underscoring demographic distinctions between the Front of House services and Ramp areas within the business.

### PROPORTION OF WOMEN AND MEN IN EACH PAY QUARTILE



## WHAT ARE WE DOING TO RECTIFY THE GENDER PAY GAP

We're committed to fostering gender equality through collaboration with our recruitment partners. We're focused on empowering women within the organisation to realise their full potential and assume leadership positions, particularly in the upper quartile of GGS. We are actively establishing succession pathways to facilitate the progression of women into senior roles, thereby contributing to a more inclusive and diverse workforce.

## GENDER PAY GAP - BONUS PAY

For the previous reporting period there were no GGS employees who received a bonus payment. Within this reporting period our mean gender bonus gap was 30.6% and the Median gender bonus gap, 32.7%

Within this reporting period 4.25% of male employees received a bonus and 1.73% of Female employees received a bonus.



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## CAUSES OF THE GENDER PAY GAP – BONUS PAY

The representation of female employees in positions eligible for bonuses is notably lower compared to their male counterparts, thereby contributing to an elevated gender-based disparity in bonus remuneration.

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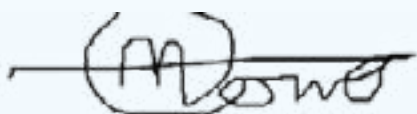
## WHAT ARE WE DOING TO RECTIFY THE GENDER PAY GAP – BONUS PAY

We have increased the number of roles eligible for bonus consideration for 2024. We therefore expect to see a corresponding reduction in the Gender Pay Gap Bonus Pay over the next two years.

### 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.

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



Mark Gower,  
Managing Director