



BA Better World

# GATWICK GROUND SERVICES GENDER PAY GAP REPORT 2024



# GENDER PAY GAP

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At GGS, our people are at the heart of our success as a leading provider in the ground handling industry. We are committed to fostering an inclusive and diverse workplace, ensuring equality, diversity, and inclusion are embedded in our recruitment practices and wider workforce culture.

As of 2024, GGS has expanded its operations with new airline partnerships at London Gatwick and the addition of London City Airport to our portfolio. While these developments strengthen our business and workforce, some of these partnerships will only be reflected in our Gender Pay Gap reporting from 2025.

Our ongoing commitment to an inclusive workplace ensures that all employees have equal opportunities to thrive, contributing to the continued success of GGS and our valued airline partners.



Mark Gower,  
Managing Director

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## CAUSES OF THE GENDER PAY GAP

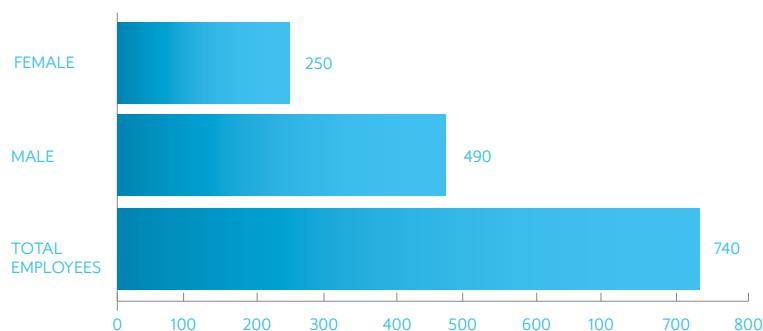
At present, our workforce analysis indicates that within GGS, there is a higher representation of Females in Passenger Services roles, while Ramp positions continue to be predominantly occupied by Males. Although our recruitment and selection processes are rigorously designed to ensure impartiality and strict adherence to equal opportunity standards, we recognise that Passenger Services roles tend to be more attractive to a predominantly young female demographic. These positions often serve as an accessible entry point into the broader travel and tourism sector. In contrast, long-standing occupational trends and cultural perceptions within the industry have contributed to a male-dominated composition in the Ramp sector.

GGS is fully committed to maintaining pay equity and ensuring that our reward structures are free from gender bias. Our compensation practices are benchmarked and structured to uphold fairness and transparency, ensuring that all employees receive equal pay for work of equal value. We continue to foster an inclusive workplace culture where career progression, professional development, and remuneration are based on skills, experience, and performance rather than demographic factors.

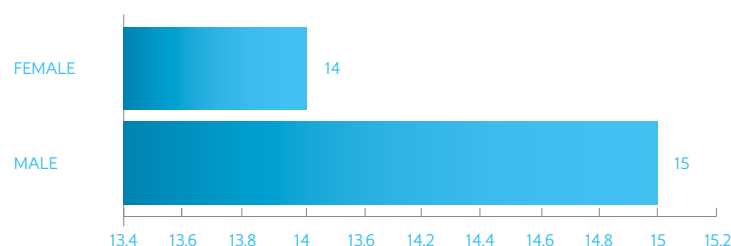
Furthermore, we actively seek to challenge traditional occupational gender stereotypes by promoting greater awareness of career opportunities across all business areas. Through targeted yet, inclusive recruitment initiatives, and development programmes, we aim to encourage a more balanced gender representation across all roles within our organisation.

Our Mean Gender Pay Gap is 8.0%, and our Median Gender Pay Gap is 11.0%. Although there is a slight increase in the median pay gap; we continue to be below the national average for the Gender Pay Gap.

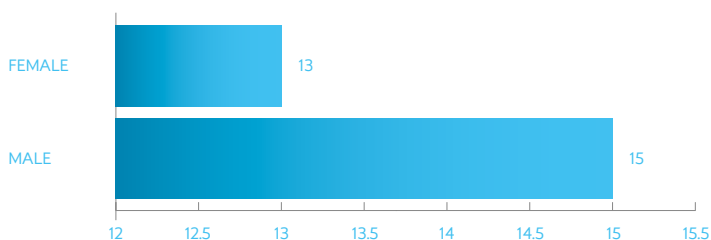
## Total Employee Numbers



## Mean pay (hourly pay)



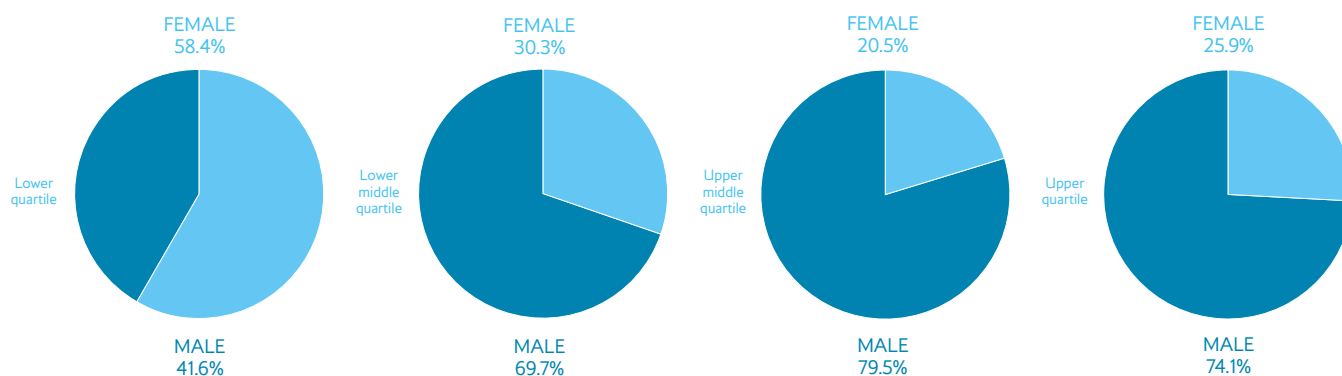
## Median pay (hourly pay)



## PAY QUANTILES

Our analysis of workforce demographics indicates that within the upper three quartiles, male employees are significantly overrepresented. This pattern not only highlights gender disparities within these higher-level groups but also points to clear demographic differences between our Passenger Services and Ramp operations. These insights are critical for guiding our diversity and inclusion initiatives and for ensuring equitable talent management across all business segments.

## Quartile percentage split Male/Female



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

At Gatwick Ground Services (GGS), we recognise that fostering a diverse and inclusive workforce is fundamental to our long-term success. We are committed to creating an equitable workplace where every individual, regardless of background, has the opportunity to develop, progress, and contribute meaningfully to our organisation.

To achieve this, we work in close collaboration with our recruitment partners to attract, retain, and develop top talent, ensuring that our processes are fair, transparent, and inclusive. We actively invest in career development initiatives, providing structured pathways for growth through mentorship, leadership training, and succession planning.

A key focus of our strategy is increasing female representation in senior leadership roles. Through targeted development programmes and proactive succession planning, we are dedicated to breaking down barriers and empowering more women to step into leadership positions. Our approach reflects our broader commitment to creating an inclusive workplace where all employees can thrive, achieve their full potential, and contribute to the ongoing success of GGS.

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### GENDER PAY GAP - BONUS PAY

Within this reporting period our Mean gender bonus gap was 35% and the Median gender bonus gap is 32%. Giving a slight increase to the Mean Pay Gap and a very slight reduction in the Median Pay Gap

Within this reporting period 2.93% of male employees received a bonus and 2.95% of Female employees received a bonus. demonstrating a more equitable percentage between Male and Female employees receiving a bonus.

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### CAUSES OF THE GENDER PAY GAP – BONUS PAY

An analysis of bonus remuneration within GGS highlights a significant gender-based disparity, primarily driven by the underrepresentation of female employees in senior roles eligible for bonuses. While there has been an overall increase in the number of female employees receiving a bonus, this has not translated into a proportionate reduction in the gender gap in bonus payments. The lower representation of women in higher-paid, bonus-eligible positions remain a key contributing factor to this imbalance.

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

Over the past year, there has been a notable increase in the number of roles eligible for bonus consideration across the organisation. This expansion reflects our commitment to recognising and rewarding the contributions of a broader range of employees. As a result of this increased eligibility, we anticipate a corresponding reduction in the Gender Pay Gap related to bonus pay in 2025 and beyond. This positive trend underscores our ongoing efforts to promote equity and fairness within our compensation structures, ultimately fostering a more inclusive workplace culture.

## DEFINITIONS

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

