

GENDER PAY REPORT 2020

“2020 was a very challenging year for aviation and travel, having been one of the hardest hit sectors as a result of the pandemic and associated lockdowns. Many companies, including our own, have had to downsize and restructure, place the majority of colleagues on furlough for an extended period, and placed pay rises on hold.

We are determined to build back even stronger, and more sustainably, once more creating exciting opportunities at our Airport and additional jobs in the wider region, creating links between communities across the globe.

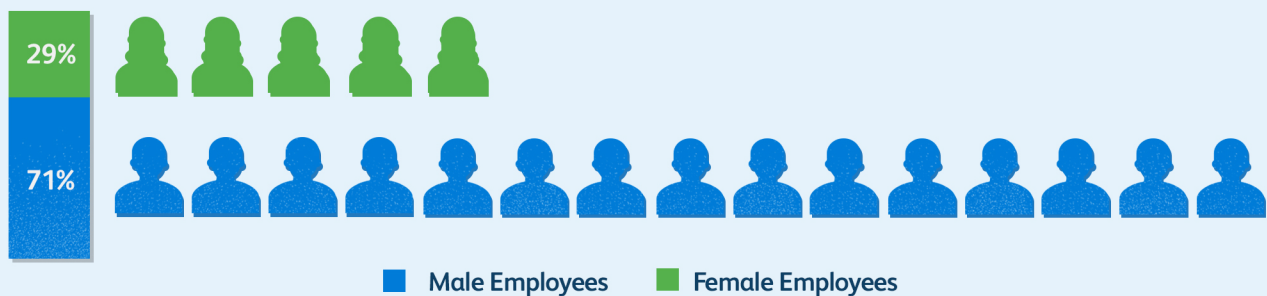
Our people have remained loyal and steadfast during this difficult time, and their well-being has taken on even greater importance than before. We are committed to being a “Great Place to Work” and will continue to review our policies, benefits, and working practices to ensure we are truly inclusive and diverse.”

Dave Lees, CEO



OUR CONTEXT

BRISTOL AIRPORT EMPLOYEES



Our 2020 snapshot date was right at the very start of lockdown, following implementation of the Government Job Retention Scheme, with many colleagues furloughed and therefore included for headcount and bonus purposes but not average pay. The data is further skewed given the least affected departments were Fire, Engineering and Motor Transport, which tend to be male dominated. This resulted in a split of 80% males: 20% females, whereas the true split is 71%:29% (exactly the same as for 2019). The data is further impacted by:

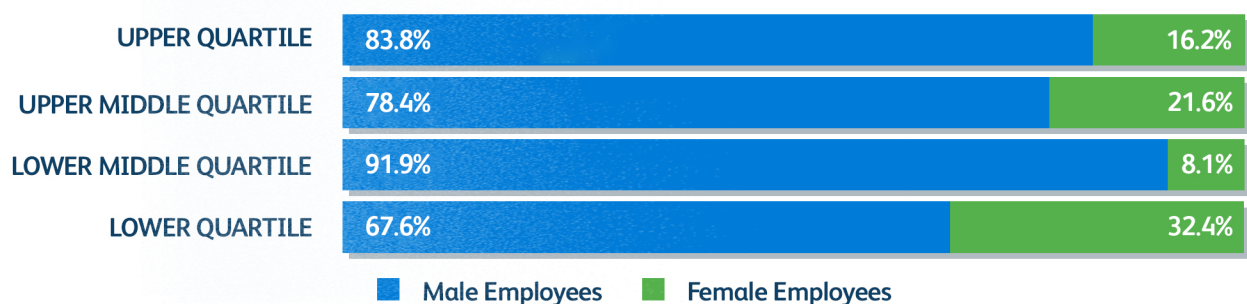
- Fewer management roles (and therefore higher paid roles) being furloughed
- Executive Team on reduced pay for a period of time;
- No pay rises being awarded.

We are confident that men and women are paid equally for the same roles but, as previously commented, it will take time to reduce our gender pay gap, and reverse the impact of historic workforce imbalances in the aviation industry; please see “Our Commitment” which outlines the positive steps we are actively taking as an organisation.

During 2020 we have embraced flexible working for non-operational colleagues, empowering individuals to choose when and where they work, and removing the qualifying period for statutory flexible working requests. We believe this will have a long term impact on candidate attraction and retention, particularly for those with other responsibilities or challenges.

OUR MAKE-UP

PROPORTIONS OF MALES AND FEMALES IN EACH QUARTILE PAY BAND



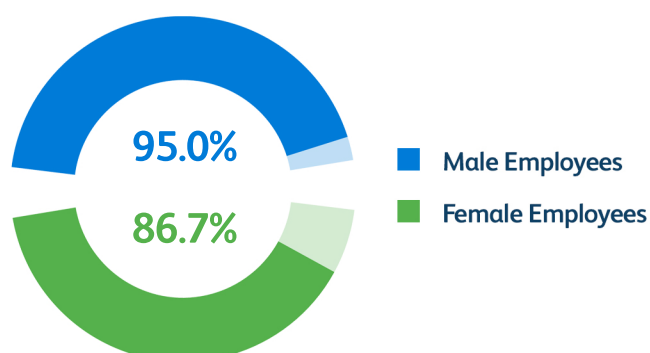
PAY GAP & BONUS GAP

The difference between males and females	Mean	Median
Gender Pay gap	13.7%	3.8%
Gender Bonus gap	8.4%	0%

Due to the historical, largely male make-up of our operational departments, internal career progression has inevitably perpetuated the number of men in the upper quartiles, although we have experienced a gradual, positive adjustment over the past two years in managerial functions. Those in the upper quartiles naturally earn higher salaries and bonuses.

BONUS RECEIVED

THE PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS BETWEEN 6 APRIL 2019 AND 5 APRIL 2020



All employees are entitled to participate in the Company bonus scheme, subject to meeting the eligibility criteria. However, Company performance was impacted by the demise of two airlines in 2019 meaning the scheme did not pay out. Discretionary, fixed bonus payments of a lower value were made to all eligible colleagues, with the exception of the Executive Team, which has had a temporary but significant impact on the mean bonus gap.

OUR COMMITMENT

As promised, we have:

- Embedded our refreshed values in our people cycle including our approach to recruitment, induction and recognition.
- Continued to monitor our performance against targets to improve the proportion of female job applicants by vacancy.
- Begun to focus on more detailed succession planning and talent management, ensuring there are equal opportunities for all to progress.
- Raised awareness of well-being challenges such as the menopause.

In 2022, we will:

- Continue the work on succession planning and talent management, identifying additional support mechanisms to ensure everyone has an equal opportunity to progress.
- Utilise data from our new HRIS and insights from our colleagues and candidates to identify areas for improvement.
- Review our recruitment selection process and provide refresher training and guidelines to hiring managers.
- We will continue to work with our Charter colleagues at Bristol Women in Business, and Women in Aviation and Aerospace, to promote gender equality in the workplace.

I can confirm that the data, as provided by our payroll provider (Cascade), is true and accurate.

Dave Lees – CEO

Debbie Hartshorn – People Director