

GENDER PAY REPORT 2022

We were delighted as a business when travel restrictions began to ease in 2022, enabling people to connect with colleagues, friends and family once more, or simply enjoy a long-awaited break.

Recovery naturally brought different challenges, as for many sectors, with strong competition in the recruitment market and many people having had to make career changes through necessity during lockdown. However, we have been fortunate to have the support of our longstanding, passionate teams who have been determined to do whatever it takes to support passengers on their journeys, whilst continuing to attract new colleagues to join us.

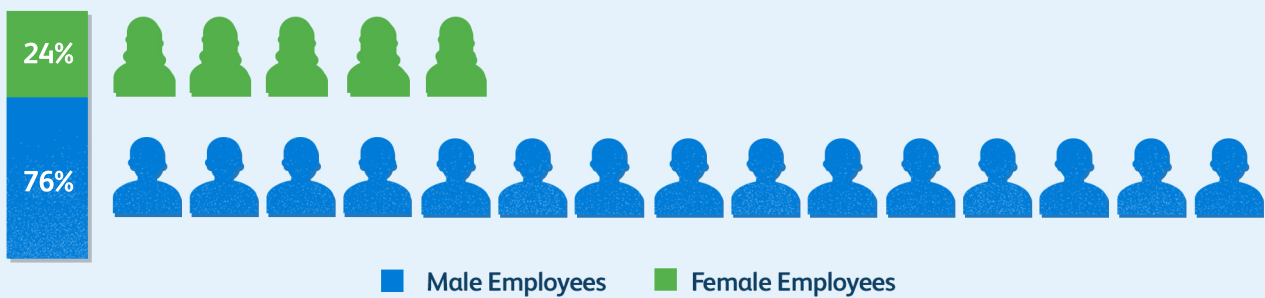
We remain committed to building back even stronger, and more sustainably, creating exciting opportunities at our Airport and additional jobs in the wider region.



Dave Lees, CEO

OUR CONTEXT

BRISTOL AIRPORT EMPLOYEES



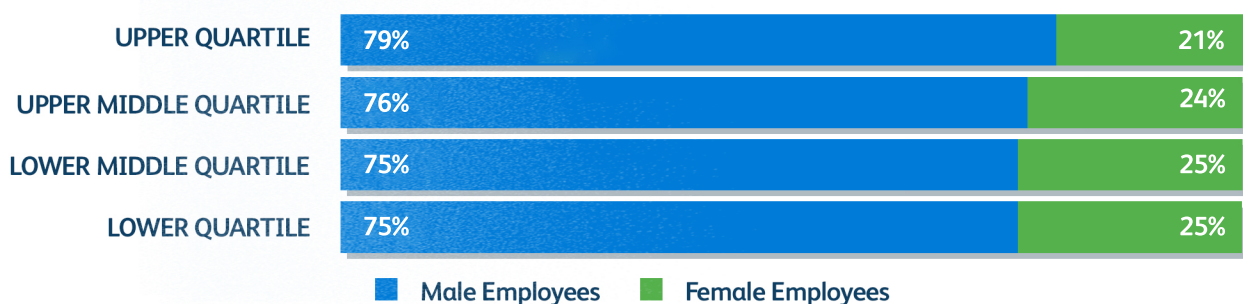
At Bristol Airport we are proud of our culture which embodies a “One Team” approach - focussing on solutions and great service – and our values, which include “Doing What’s Right”.

We have long recognised that, in line with the wider aviation and infrastructure sectors, we have significant challenges in redressing our gender make-up; whilst we continue to make improvements in our approach to talent attraction and acquisition, it will take much longer (and require greater creativity) to achieve a more balanced workforce in areas such as engineering and firefighting where women have historically been underrepresented.

However, we are committed to steady and continuous improvement, and we will continue to report on our progress through this annual Gender Pay Gap Report.

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	11.5%	3%
Gender Bonus gap	20.4%	0%

In 2022 we were able to award the first pay increase since November 2019 for non-management roles (April 2019 for management roles). The award took effect from 1 January 2022 and was the same for all colleagues. We are pleased to report a continued downward trend for Mean Pay since we commenced reporting in 2017.

Due to the impact of the pandemic on the Company's financial position, only discretionary bonuses were awarded by the Board (to reflect the hard work by the team), although they applied to the whole workforce, which is reflected here.

OUR COMMITMENT

In 2023 we will:

- Identify levers to achieve our WiAA Chart target of 30% of women within our workforce at all levels of the organisation by 2030.
- Introduce Equality Impact Assessments for policies, projects, and benefits.
- Make further improvements to our attraction and selection processes, specifically the use of balanced scorecards and diverse panels for selection.
- Launch an anonymous reporting line via Safecall for anyone wanting to speak up but not feeling sufficiently confident or secure to do so.
- Sign up to The Inclusive Employer's Standard (IES), an evidence-based workplace accreditation tool for inclusion and diversity, providing an independent review of our practices.

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



Dave Lees – CEO



Debbie Hartshorn – People Director