

GENDER PAY REPORT 2021

“2021 was another very challenging year for aviation and travel with the continued impact of travel restrictions and pandemic-related lockdowns. We were forced to further downsize, continue to furlough a significant proportion of colleagues, and again place pay rises on hold.

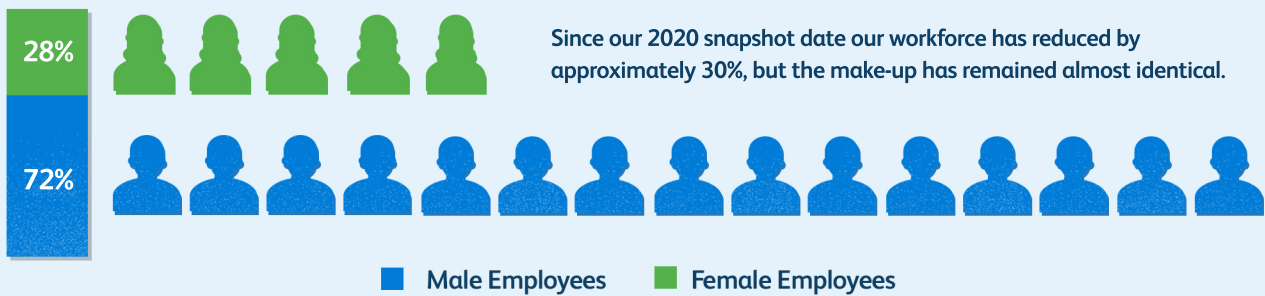
However, we remain determined to build back even stronger, and more sustainably, creating exciting opportunities at our Airport and additional jobs in the wider region. We are committed to being a “Great Place to Work” and will continue to review our policies, benefits, and working practices to ensure we are truly inclusive and diverse.”



Dave Lees, CEO

OUR CONTEXT

BRISTOL AIRPORT EMPLOYEES

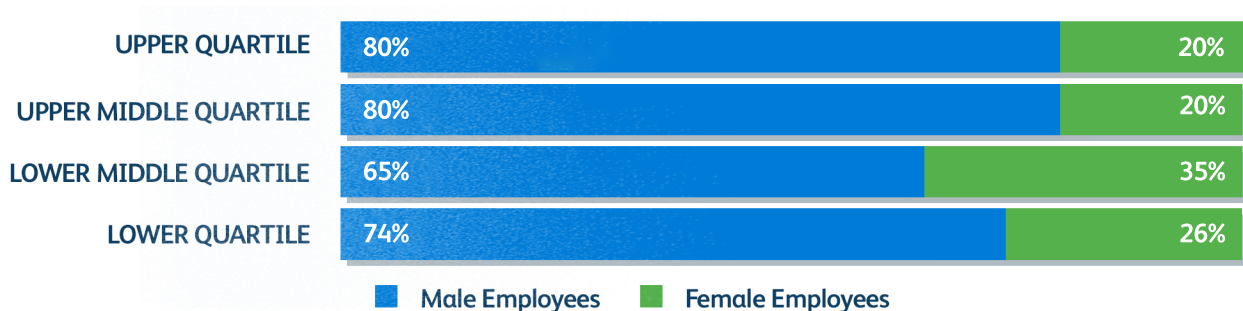


As acknowledged by the Office for National Statistics, it is difficult to interpret the data for 2020 and 2021, due to the impact of the coronavirus pandemic.

As at our 2021 snapshot date we still had 46% of colleagues either furloughed or flexi-furloughed, and the data is further impacted by fewer management roles (and therefore higher paid roles) being furloughed. However, we are pleased to report a continued downward trend since 2017.

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	17.6%	2.3%
Gender Bonus gap	60%	51%

Due to the impact of the pandemic on the Company's financial position, the only bonus award in 2021 was a small element of the Executive LTIP awarded by the Board, affecting less than 3% of the workforce, which is reflected here.

OUR COMMITMENT

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.
- Continue to monitor our performance against targets to improve the proportion of female job applicants by vacancy.
- Utilise data from our new HRIS and insights from our colleagues and candidates to identify areas for improvement.

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



Dave Lees – CEO



Debbie Hartshorn – People Director