

Liverpool John Lennon Airport and ATCSL Gender Pay Gap Report

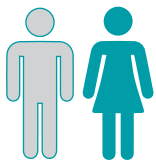
Liverpool John Lennon Airport (LJLA) and Air Traffic Control Services Limited (ATCSL) aim to ensure that people are treated equally at work across all levels, departments and locations. This includes making sure that everyone has the same opportunities for reward, recognition and career development.

Diversity and Inclusion will continue to be at the centre of our People Strategy to ensure our continued success. We will work hard to create a more open and inclusive culture, recognising that differences can lead to innovation, creativity and flexibility.

We are confident that we have equal pay and proud that we have only a minimal gender pay gap for overall average pay-way below that of the national average.

This is our first Gender Pay Gap report and has been published in accordance with the GPG reporting regulations under the Equality Act (2010) (Gender Pay Gap Information) Regulations 2017 which came into force on 6th April 2017. This legislation required UK employers with 250 or more employees to publish annual statutory calculations showing the pay gap between male and female employees. This report combines the data for LJLA and ATCSL. The gender pay gap is the difference in the average pay and bonuses of all men and all women in our organisation, irrespective of the job they do.

Pay Gap

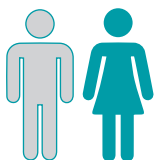


Male employees earn an average (mean) **4.3%** more than female employees.

Male employees earn **7.2%** more than female employees (median).

The UK average gender pay gap is **18.1%**.

Bonuses



23.9% of all female employees received a bonus.

12% of all male employees received a bonus.

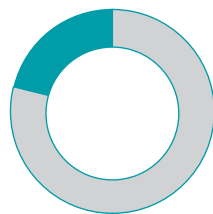
Average (mean) male bonus earnings are **51.7%** higher than female bonus earnings.

Median male bonus earnings are **24.9%** higher than female bonus earnings.

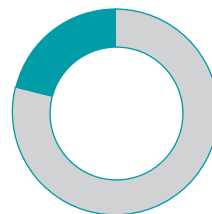
Gender Breakdown Per Pay Quartile



Lower Pay Q:
62% male, **38%** female



Lower middle Pay Q:
79% male, **21%** female



Upper middle Pay Q:
79% male, **21%** female



Upper Pay Q:
70.5% male, **29.5%** female

*All quartiles are overrepresented by males as overall we employ 2.5 times more males than females.

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Our Results



Men have historically dominated the Airport sector and this is still reflected at LJLA and ATCSL where **73%** of our employees are male and **27%** are female. However, we are proud to report that our gender pay gap is only **4.3%**(mean), particularly compared to the national average of **18.1%**.

Where we have seen a gap is around the quantity of bonus payment. We know that our bonus awards are gender neutral and that proportionate numbers of men and women receive bonus payments. The gap is due to the fact that a number of female executives and managers work part time hours which has an impact on these figures.

Our Approach To Equal Pay

LJLA and ATCSL are committed to providing equal pay for equal work as it is the right thing to do. We ensure this through our pay policies which are designed to control potential biases, and have used a standardised approach to grading jobs through the Hay job evaluation process.

Representation Of Women

Whilst the gender profile of LJLA and ATCSL is still largely male, we have worked hard to ensure that women are represented at every level in the organisation. Not only is the Executive Management Team made up of **50%** females, the Wider Management Team is also made up of **43%** females including women in senior operational roles. This has been possible due to a change in culture around internal development, managing talent and flexible working. Other initiatives that have led to our results and helped increase other traditionally male roles include:



Firefighter Cadet Programme



Flexible Working



Apprenticeship Programme



Leadership and Transformation Programmes



Internship Programme



Career Paths



My Plan Performance System



Diversity Training

We will continue to monitor and encourage gender diversity across our organisation and are committed to identifying and, where necessary, addressing any gender pay gap by focusing on ways to attract, retain and develop a diverse range of talent.

Signed

Carol Dutton, HR and Community Director