

AGS Airports Ltd

GENDER PAY GAP
REPORT

2019



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STATEMENT

AGS Airports Ltd is a partnership between Ferrovial and Macquarie Infrastructure and Real Assets (MIRA). Established in 2014, we are the second largest airport group in the UK, operating Aberdeen Airport, Glasgow Airport and Southampton Airport.

As a group we employ over 1,000 people and our airports carry over 14.4 million passengers every year to 200 destinations with 70 different airlines.

AGS Airports Ltd operates within the logistics, transport and distribution sector. Our key areas of airport operational activity are security, property management, retail facilities, fire services and cargo.

We believe that our people are our greatest asset. Our success depends upon attracting and retaining talent, developing our workforce and on the energy and enthusiasm of our people who share our core values.

REPORTING AGS AIRPORTS LTD GENDER PAY GAP

AGS Airports Ltd welcomed the introduction of the UK Government's regulations for UK Gender Pay Gap Reporting in 2017 and we published our first set of gender pay gap data in 2018. To ensure continued compliance with the legislation we are now reporting our gender pay gap figures for the year 2018 / 2019.

Our reporting data covers the following, as set out in the compliance requirements:

1. The difference between in mean and median pay between men and women calculated on the basis of equivalent hourly pay rates
2. The distribution of men and women between pay band quartiles, calculated using the range of hourly pay rates
3. The differences in mean and median pay bonus pay between men and women

4. The proportion of men and women receiving bonus pay

Under this legislation AGS Airports Ltd is required to publish its Gender Pay Gap figures for Aberdeen Airport and Glasgow Airport. However, as an organisation that values openness and transparency we are also publishing Gender Pay Gap information for Southampton Airport as we did in 2018.

AGS Airports Ltd are confident that men and women are paid equally for doing equivalent jobs across our business.

The Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings.

SUMMARY OF AGS AIRPORTS LTD GENDER PAY GAP

We have detailed our Gender Pay Gap* information below, further detailed breakdowns for each Airport are also provided.

	Aberdeen Airport	Glasgow Airport	Southampton Airport
Number of employees	257	525	179
Proportion of male and female employees in each business (M%/F%)	68 / 32	61 / 39	61 / 39
Mean hourly pay difference between male and female employees (%)	15	14	24
Median hourly pay difference between male and female employees (%)	16	9	18
Proportion of males / females in lower quartile pay band (M%/F%)	49 / 51	39 / 61	38 / 62
Proportion of males / females in lower middle quartile pay band (M%/F%)	47 / 53	40 / 60	49 / 51
Proportion of males / females in upper middle quartile pay band (M%/F%)	86 / 14	62 / 38	73 / 27
Proportion of males / females in upper quartile pay band (M%/F%)	91 / 9	85 / 15	90 / 10
Mean difference in bonus payment between male and female employees (%)	-109	27	72
Median difference in bonus payment between male and female employees (%)	-25	17	0
Proportion of men / women receiving bonus pay (M%/F%)	98 / 99	94 / 87	98 / 99

*data accurate as of April 2018

ANALYSIS OF AGS AIRPORTS LTD GENDER PAY GAP

Creating an inclusive workforce where every individual is valued is highly important to us. We are pleased that over the last 12 months since the first reporting date, our mean gender pay gap has reduced at every one of our airports. However we are not complacent and we know that more needs to be done to close the gender pay gap further and ultimately eliminate it. This is an issue across the Airport industry.

We have taken a proactive approach to understanding in more detail where our pay gap begins and also to understand how we can support women to progress their careers and achieve their ambitions with us.

One of our key actions has been to undertake a staff insights survey which told us that the majority of our employees believe our airports are welcoming to individuals regardless of gender, race, religion, belief, sexual orientation, disability or background.

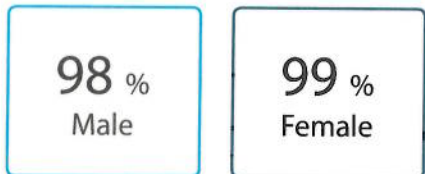
However we know that we still need to do more and the gender pay gap is just one area that we need to do better on. This will be a focus for us in 2019.

ABERDEEN AIRPORT

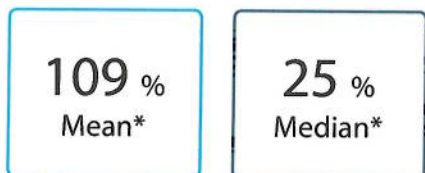
Difference in Hourly Pay Between Male and Female Employees:



Employees Receiving Bonus:



Difference between Male and Female Bonus Payments:

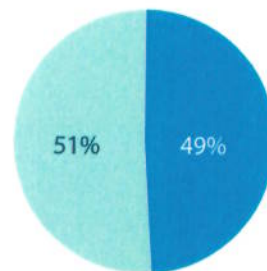
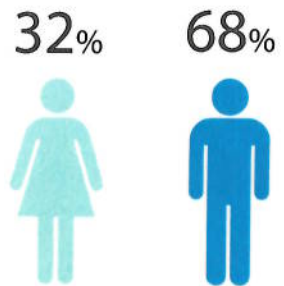


* In favour of Females

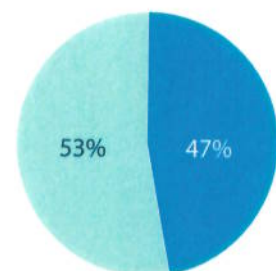
* In favour of Females

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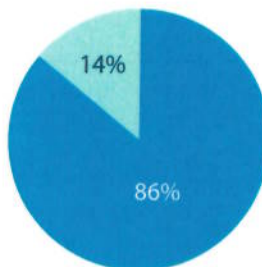
Total Employees



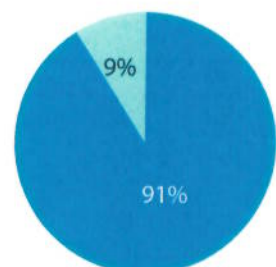
Lower Quartile Pay Band



Lower Middle Quartile Pay Band



Upper Middle Quartile Pay Band



Upper Quartile Pay Band

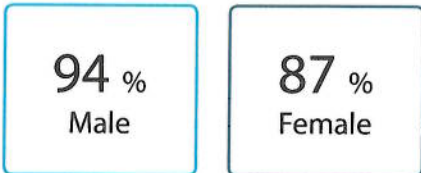


GLASGOW AIRPORT

Difference in Hourly Pay Between Male and Female Employees:



Employees Receiving Bonus:

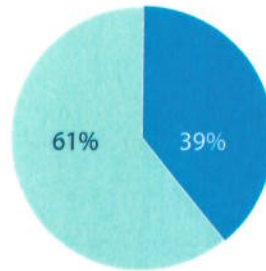
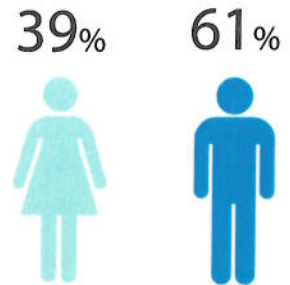


Difference between Male and Female Bonus Payments:

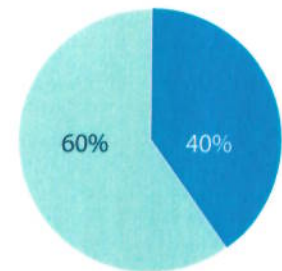


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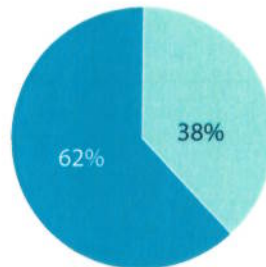
Total Employees



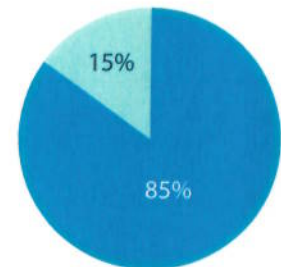
Lower Quartile Pay Band



Lower Middle Quartile Pay Band



Upper Middle Quartile Pay Band

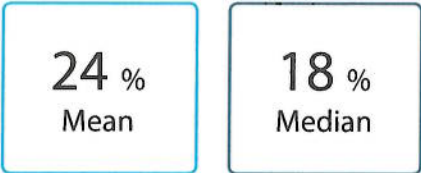


Upper Quartile Pay Band

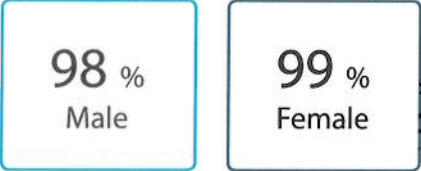
 Female  Male

SOUTHAMPTON AIRPORT

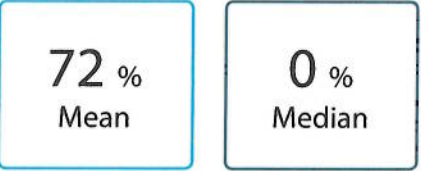
Difference in Hourly Pay Between Male and Female Employees:



Employees Receiving Bonus:

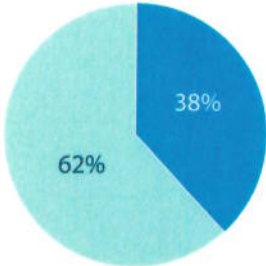
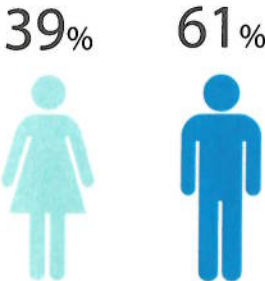


Difference between Male and Female Bonus Payments:

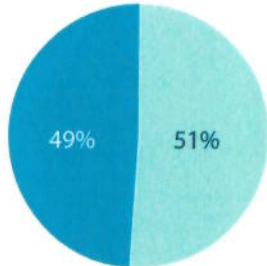


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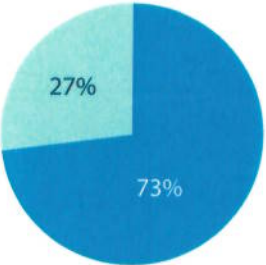
Total Employees



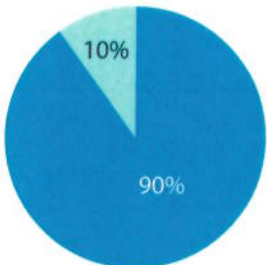
Lower Quartile Pay Band



Lower Middle Quartile Pay Band



Upper Middle Quartile Pay Band



Upper Quartile Pay Band

Female Male

AGS AIRPORTS LTD GENDER PAY GAP ACTION PLAN

Over the last twelve months we have taken time to understand our workforce better and to identify any barriers to progression experienced by any of our employees. This was one of our key actions following the publication of our gender pay gap data in 2018.

We pride ourselves on the contribution our team make every day and we will do more to support all of our employees to achieve their career ambitions with us.

STATEMENT

AGS Airports Ltd can confirm that the data provided is accurate.



Chief Executive Officer



Chief HR and Communications Director

