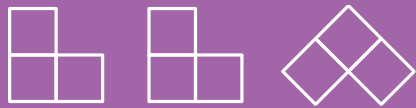


Gender Pay Gap

2023 Report



London Luton Airport

Introduction

LLAOL has been reporting their Gender Pay Gap since reporting requirements began back in 2017. This has given us an understanding of our demographics and subsequent learnings for future actions.

We understand it is possible to have a gender pay gap and to pay men and women fairly. Equal pay and Gender Pay Gaps are different. The difference in men and women's pay for the same, similar or equal value work is 'equal pay'. Whereas, the gender pay gap is calculated by taking all employees across the business and comparing the average pay between men and women for all roles.

LLAOL continue to approach pay fairly and consistently across the organisation whilst making longer term commitments to reducing the gender pay gap.

As a business inclusivity is at the heart of our values, making insights from this reporting a driving force to improve our approach to continue to be an employer of choice.



Foreword from Nik Jones – HR Director

In 2023 we saw a period of stabilisation after the recovery from the pandemic, where LLAOL was able to focus on growth and development plans. 2022 saw an emphasis on recruiting critical roles, at times in large numbers, whilst 2023 saw an increased need to recruit more specialist positions.

Recruiting into the Aviation space, and securing talent can be challenging, so we continue to embed our approach to Equality, diversity and Inclusion, ensuring our leaders are best equipped to recruit inclusively.

We know representation across the industry is lower than we hope, so we are making positive steps to ensure our processes provide for equal opportunity and are reflective of the community in which we operate.

Our approach to pay and benefits has inclusivity at its core, and the introduction of a company-wide service incentive, means almost 100% of our teams are now eligible to secure a bonus payment in 2023.

2023 saw us invest in our leaders and hiring managers, focusing on inclusivity, being conscious, and the importance of genuine representation.

We continue to be employee insight led, to ensure we invest where it matters most, and all colleagues feel it is easy to be their true self at work.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Nik Jones', with a stylized, cursive script.

Nik Jones

HR Director

What is Gender Pay Gap Reporting?

Each year, using the snapshot period of 5th April, employers who have over 250 employees are required to report on gender pay information using the Governments calculation methodology.

The Gender Pay Gap measures the difference in average pay between men and women, expressed as a percentage of the average male earnings at the snapshot period.

Employers are required to calculate and report on:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Percentage of men and women in each hourly pay quarter (Quartiles)
- Mean Gender Bonus Pay Gap
- Median Gender Bonus Pay Gap
- Percentage of men and women who received bonus pay



How is this calculated?

Mean

This is the average. If we add together all the hourly rates of male employees and calculate the average and do the same for female employees, the mean pay gap (as a percentage) is the difference in pay between the average male and female hourly rate.

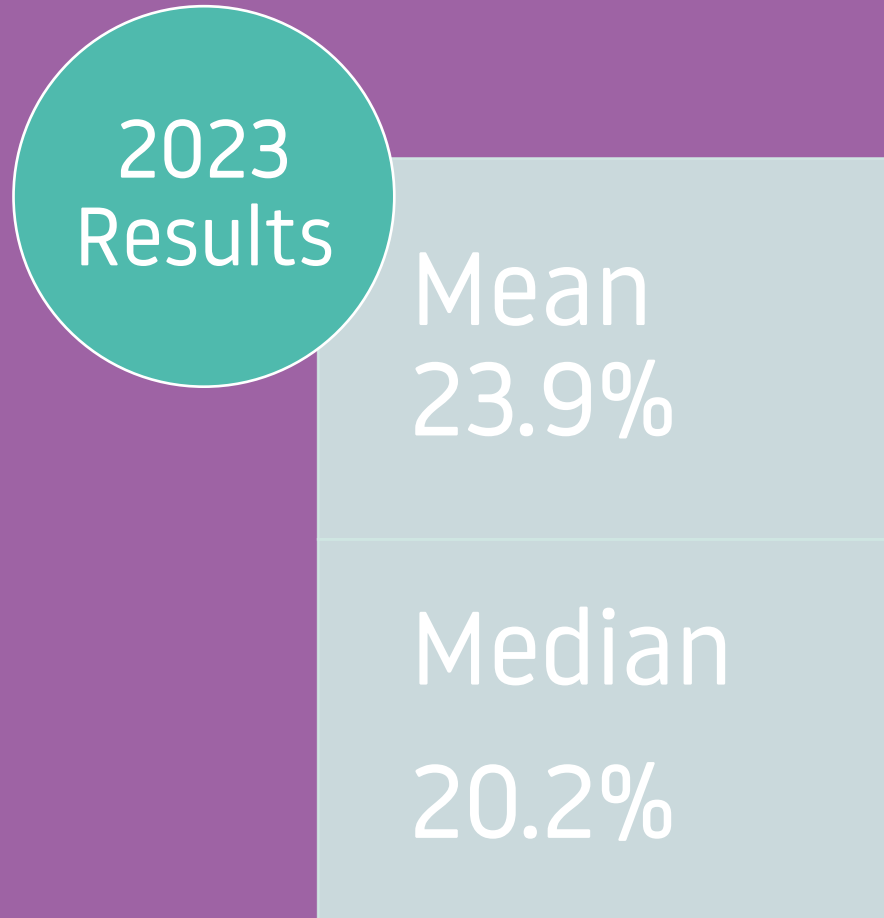
Median

The median is the middle point of a range of numbers. We must order all our male pay rates in order of lowest hourly rate earned to highest and all females pay data the same, the median pay gap (as a percentage) is the difference in pay between the middle pay rate on the male data and the middle pay rate on the female data.

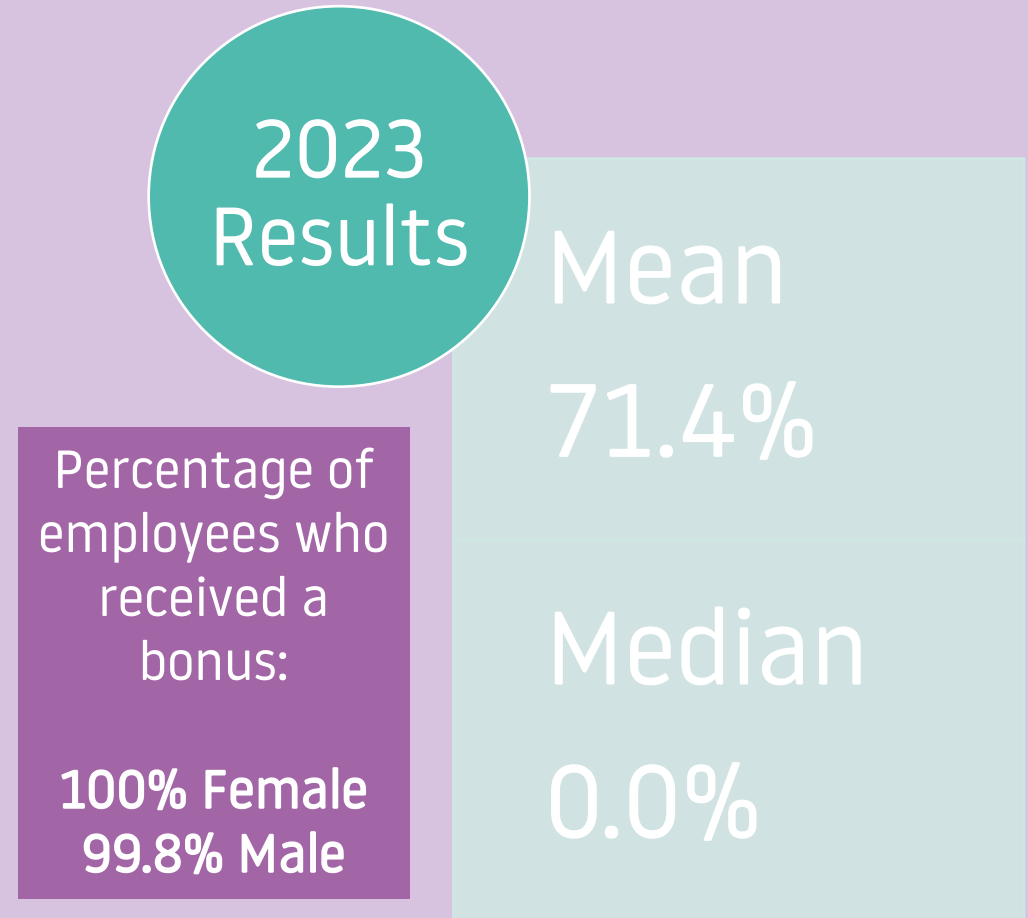
Pay Quartiles

In this calculation, we work out the percentage of men and women in 4 equally-sized groups, ranked from highest to lowest hourly pay. We start by sorting our employees from highest to lowest hourly pay. Then we divide the list into quarters and work out the percentage of men and women in each quarter.

Gender Pay Gap

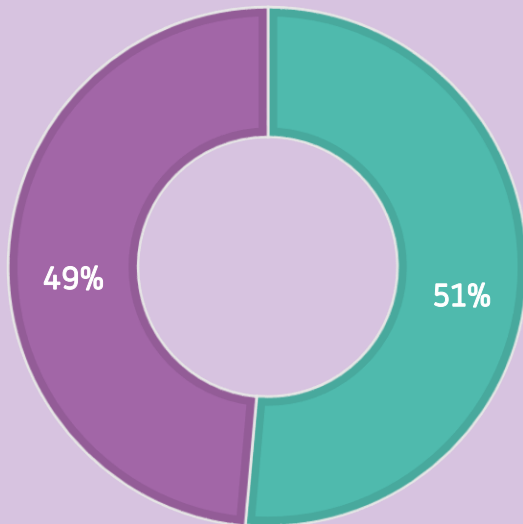


Gender Bonus Pay Gap

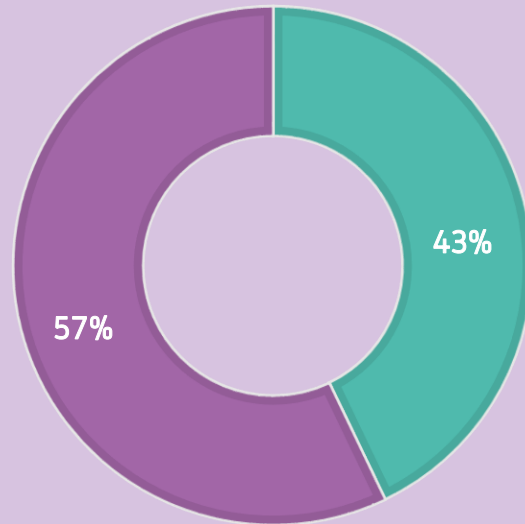


Our Pay Quartiles

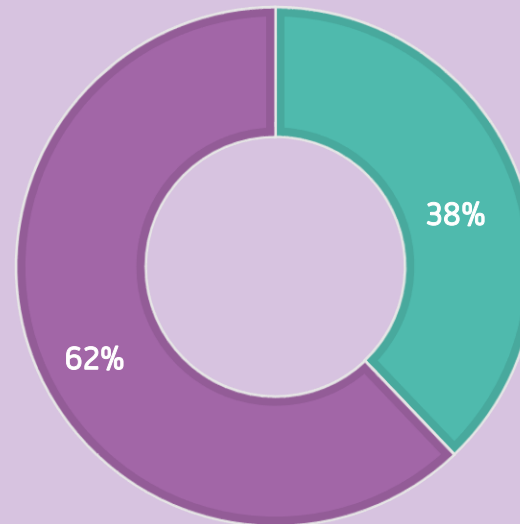
LOWER



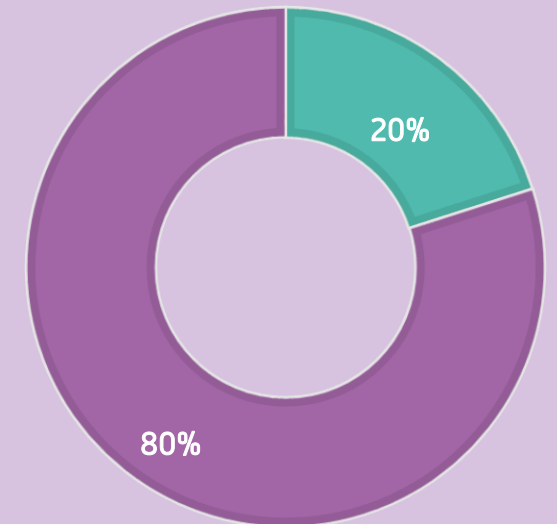
LOWER MIDDLE



UPPER MIDDLE



UPPER

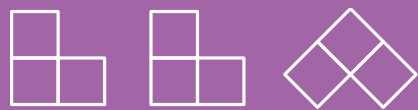


Female



Male

This data reflects each pay quartile and the percentage of male and females within them.



London Luton Airport

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