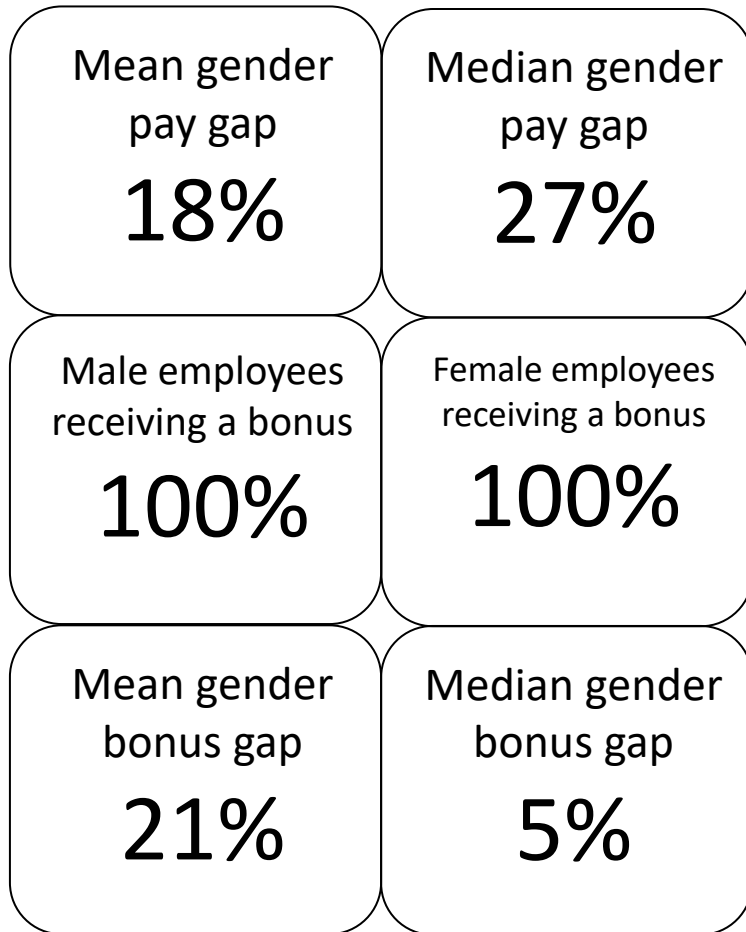


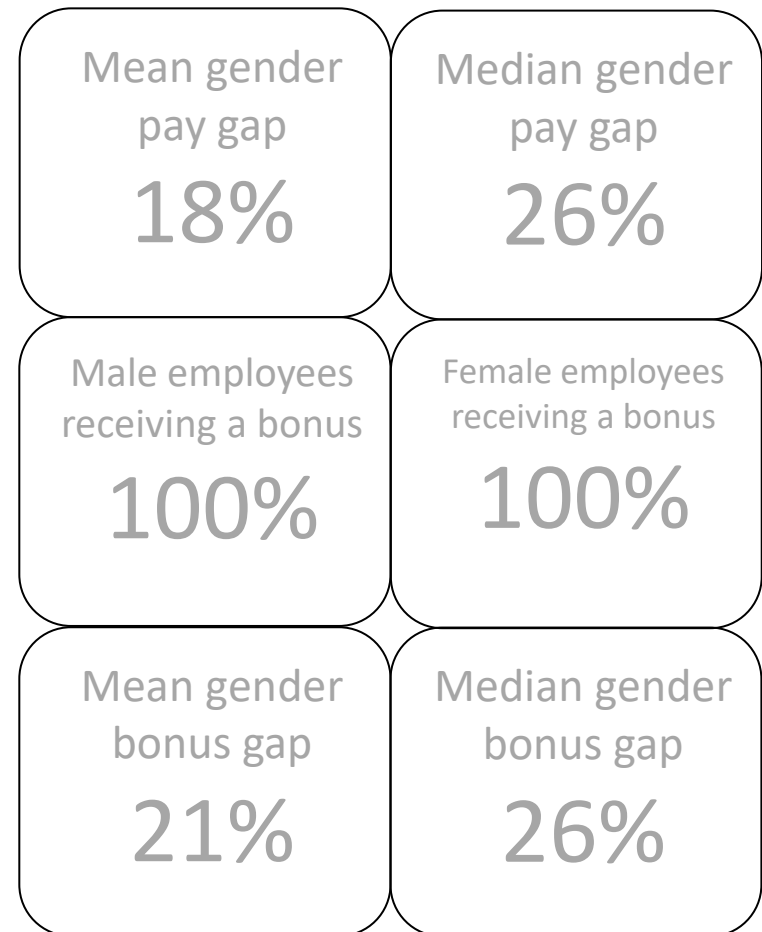


Airport Coordination Limited Gender Pay Analysis UK Payroll October 2020

Gender Pay Gap October 2020

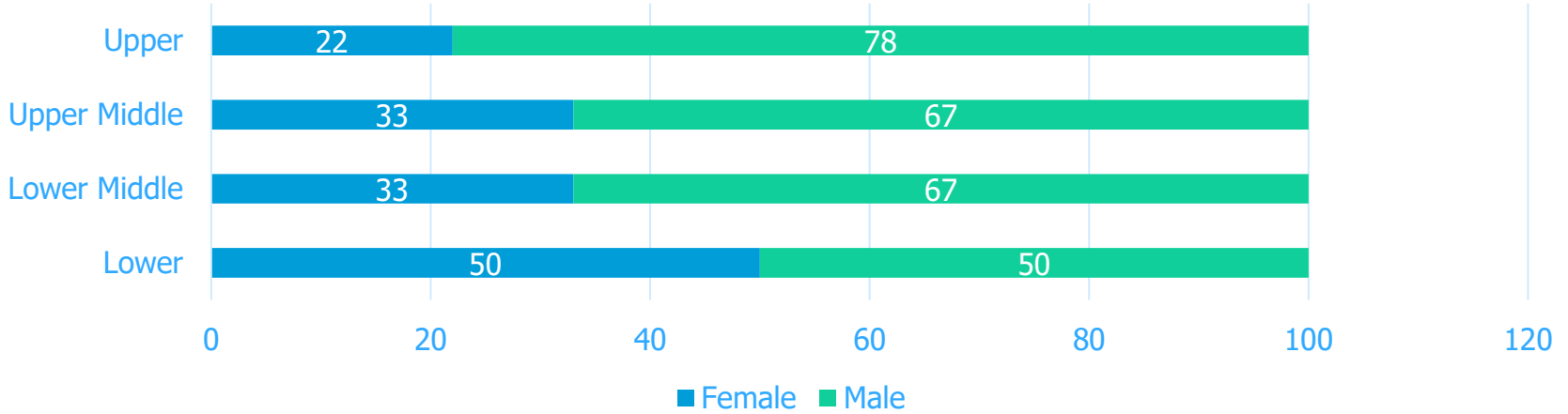


Gender Pay Gap October 2019

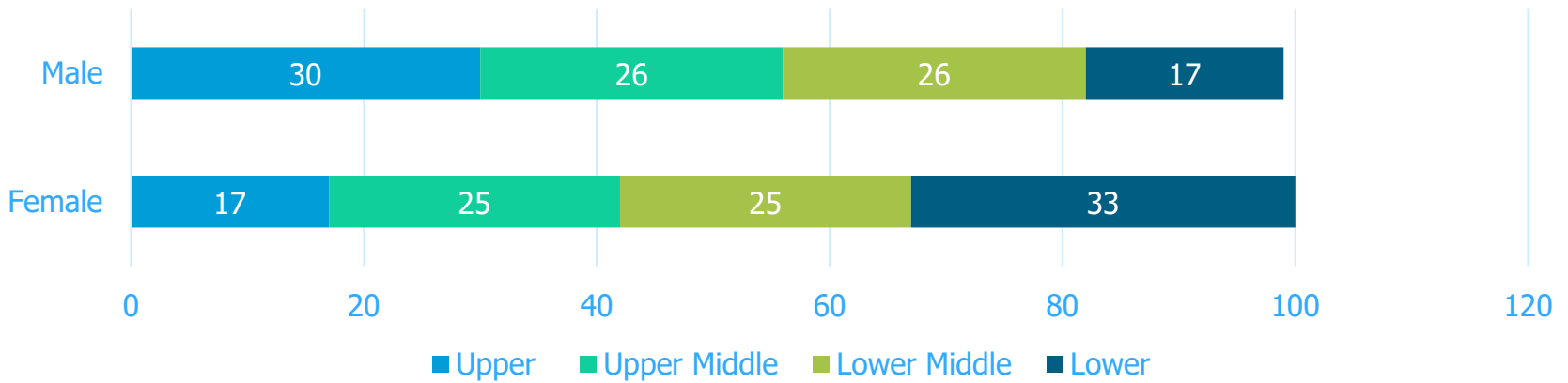


% female employees October 20	34%
% female employees October 19	32%
% female employees October 18	30%

Pay quartiles by gender



Gender split across quartile



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October 2020

Level	Male	Female	Total
LT	5	1 (20%)	6
Manager	6	2 (33%)	8
Non manager	12	9 (25%)	21
Total*	23	12 (34%)	35

** Does not include non-UK payroll staff, Dubai & New Zealand – both male*

What does our pay gap tell us?

The make-up of our business, with significantly more men at senior levels means our average male salary is higher than our average female salary. A higher proportion of female recruits has further increased the gap in the short term.

We have a larger proportion of women in our junior roles. Our bonus pay gap reflects the lower female representation across the firm's more senior levels. The change in median gap is driven by the loss of a male manager position in the year.

Working to close the gap

ACL believes in fair access and this includes promoting gender equality at all levels.

Recruitment processes have been reviewed to ensure there is no gender bias.

Programmes to offer a broad range on mentoring and development are on offer.



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