

By law we as an employer are not required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Nevertheless, Airport Coordination Limited recognises its responsibilities to promote equality and diversity in the workplace and have submitted our results since 2019.

Gender Pay Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

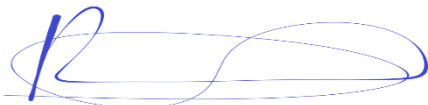
We publish the results on our own website and a government website. Below is the details of our results.

Actions to help close the gap:

Airport Coordination Limited believes in fair access, and this includes promoting gender equality at all levels of the business.

- ACL encourage career development across all genders and at all levels of the organisation and is active in offering in house and external training and development.
- We have transitioned to a hybrid working environment providing the maximum levels of flexibility in managing time at work.
- We provide staff with an incremental pay system for new joiners and progression is supported for male and females supported by equalities polices.
- Our recruitment and selection procedure aims to ensure that the most suitable candidate is chosen for the job, and that all applicants receive fair and equitable treatment during the recruitment and selection process.
- Candidates are selected through a set of competencies and values-based approach, finding the right candidate for the position.
- We regularly review our recruitment and employment policies to ensure they are non-discriminatory.

I confirm that the published information in relation to the gender pay gap is accurate.



Jon Rowell

Head of Commercial & People