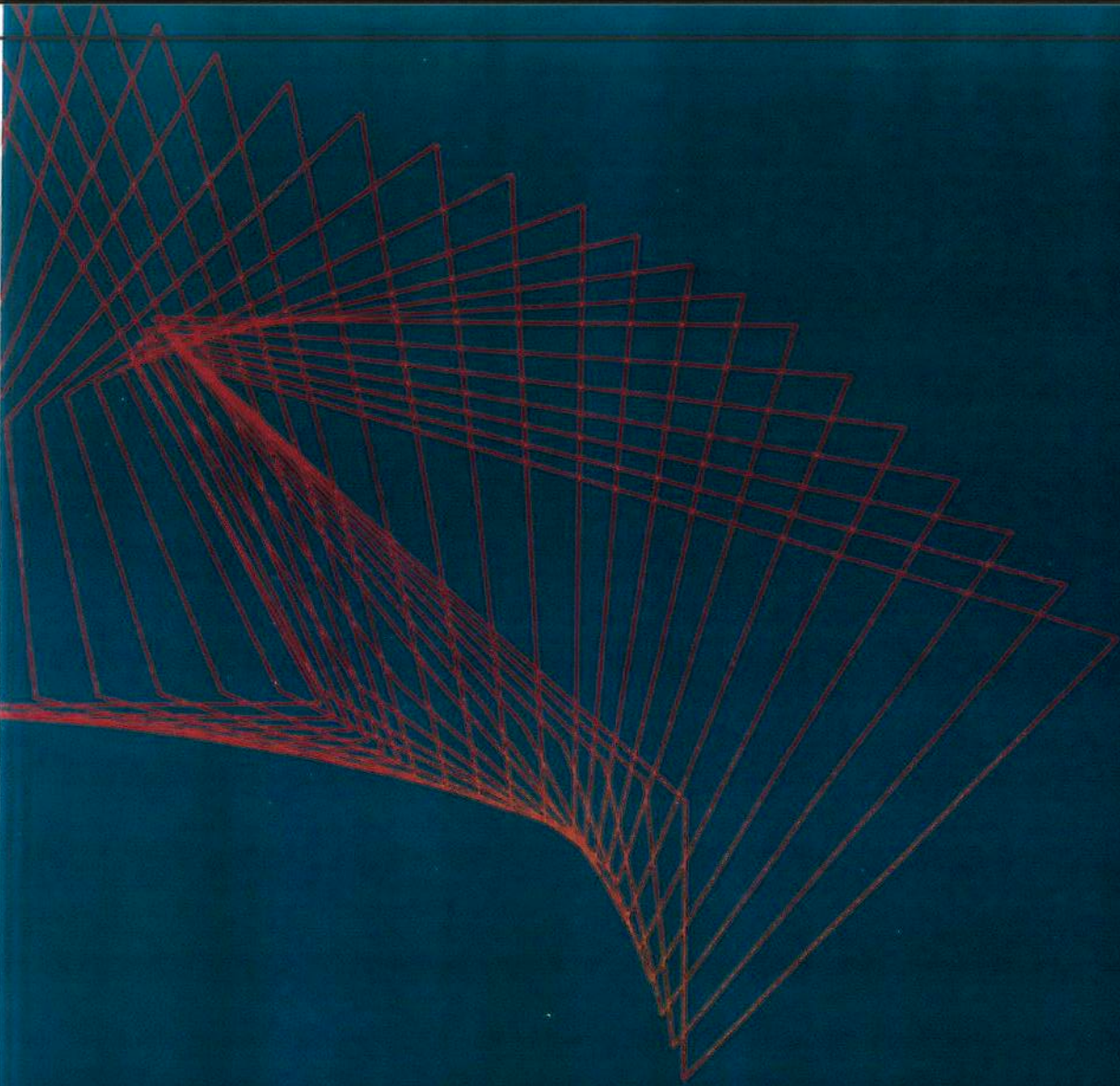




AGS Airports Ltd

GENDER PAY GAP
REPORT 2020



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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 800 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 of "Care, Pride and Passion".

REPORTING AGS AIRPORTS LTD GENDER PAY GAP

AGS Airports Ltd is now in its third year of gender pay gap reporting to ensure compliance with UK Government regulations.

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

1. the difference between 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 2019.

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	243	481	103
Mean hourly pay difference between male and female employees %	19	15	21
Median hourly pay difference between male and female employees %	17	9	22
Proportion of males / females in lower quartile pay band (M%/F%)	44 / 56	46 / 54	35 / 65
Proportion of males / females in lower middle quartile pay band (M%/F%)	56 / 44	48 / 52	77 / 23
Proportion of males / females in upper middle quartile pay band (M%/F%)	84 / 16	65 / 35	69 / 31
Proportion of males / females in upper quartile pay band (M%/F%)	93 / 7	87 / 13	84 / 16
Mean difference in bonus payment between male and female employees (%)	45	24	74
Median difference in bonus payment between male and female employees (%)	46	17	0
Proportion of men / women receiving bonus pay (M%/F%)	4 / 3	97 / 94	93 / 91

*data accurate as of April 2019

ANALYSIS OF AGS AIRPORTS LTD GENDER PAY GAP

A diverse and inclusive workforce which reflects the customers we serve at all our airports is one of our main priorities as a business. Monitoring and understanding our gender pay gap is a key part of this.

Over the last twelve months we have been instrumental in the launch of, and are a signatory, to the Women in Aviation and Aerospace Charter. This Charter commits us to aspire to a gender balance at all levels and to provide fair opportunities for women to succeed at the highest levels. This cross-industry initiative is hugely welcomed in our sector, which we know faces a number of challenges to attract and retain female talent.

We look forward to working with our colleagues across the industry to achieve our shared aspirations of greater gender balance at all levels of our business.



Women in Aviation and Aerospace Charter

**A pledge for gender balance
across aviation and aerospace**

ABERDEEN AIRPORT

243

Total Employees

Difference in Hourly Pay between Male and Female Employees:

19 %
Mean

17 %
Median

Employees Receiving Bonus:

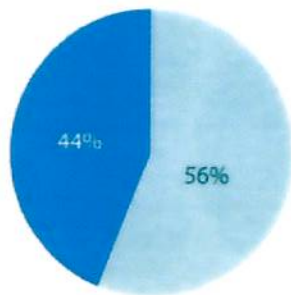
4 %
Male

3 %
Female

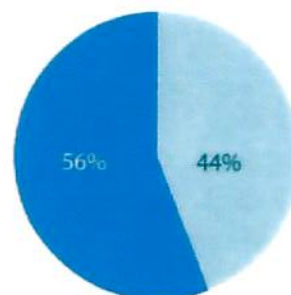
Difference between Male and Female Bonus Payments:

45 %
Mean

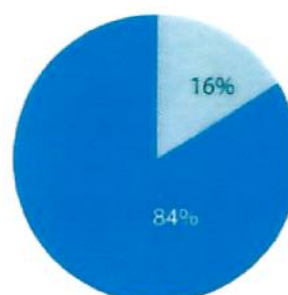
46 %
Median



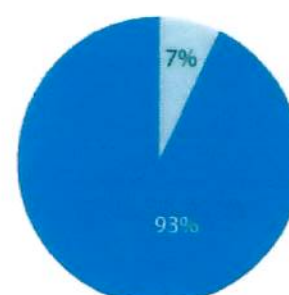
Lower Quartile Pay Band



Lower Middle Quartile Pay Band



Upper Middle Quartile Pay Band



Upper Quartile Pay Band

Female Male



GLASGOW AIRPORT

481

Total Employees

Difference in Hourly Pay between
Male and Female Employees:

15 %
Mean

9 %
Median

Employees Receiving Bonus:

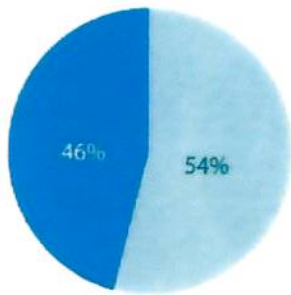
97 %
Male

94 %
Female

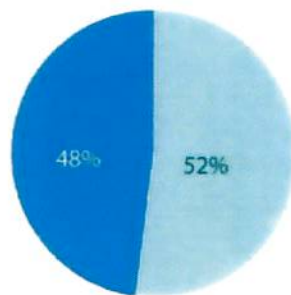
Difference between Male and
Female Bonus Payments:

25 %
Mean

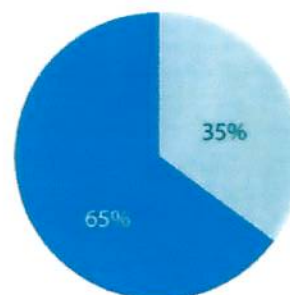
17 %
Median



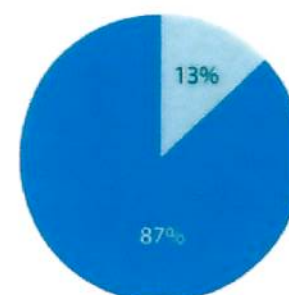
Lower Quartile Pay Band



Lower Middle Quartile
Pay Band



Upper Middle Quartile
Pay Band



Upper Quartile Pay Band

Female Male



SOUTHAMPTON AIRPORT

103

Total Employees

Difference in Hourly Pay between Male and Female Employees:

21 %
Mean

22 %
Median

Employees Receiving Bonus:

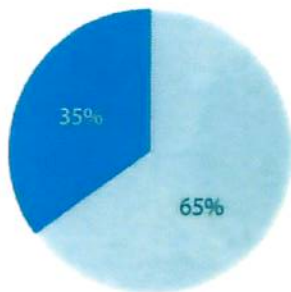
93 %
Male

91 %
Female

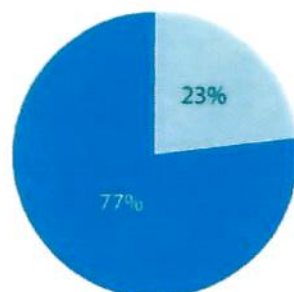
Difference between Male and Female Bonus Payments:

74 %
Mean

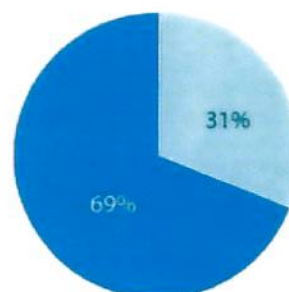
0 %
Median



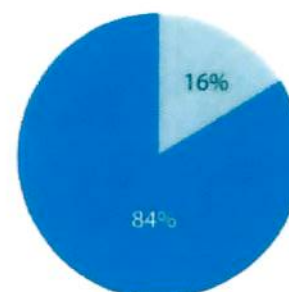
Lower Quartile Pay Band



Lower Middle Quartile Pay Band



Upper Middle Quartile Pay Band



Upper Quartile Pay Band

Female Male



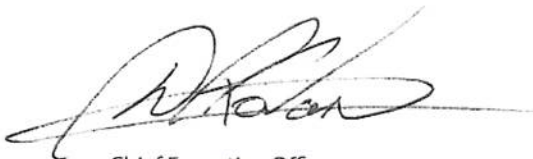
AGS AIRPORTS LTD GENDER PAY GAP ACTION PLAN

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 2019.

We pride ourselves on the contribution our team make every day and we will do more to support all 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 Development Director

