




MENZIES  
AVIATION

# Gender Pay Gap Report 2020/2021

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October 2021



People. Passion. Pride. Since 1833.

# Gender Pay Gap Report

At John Menzies plc, we believe our People are our most valued asset; they are at the heart of all that we do and are critical to the success of our business. We are committed to being a leading employer within the aviation industry and making Menzies a great place for our people to work.

An important part of this is providing a diverse workplace where every employee is able to reach their full potential free from bias and discrimination. At Menzies we are committed to equality, diversity and inclusion in everything we do.

## 2020/21 Reporting Overview

In 2021 we are reporting on our two main UK subsidiaries; Menzies Aviation (UK) Ltd and Menzies Aviation (ASIG) Ltd.

Our Menzies Aviation (UK) Ltd results show that our median pay gap of 12.1% is below the UK average of 15.5% (ONS November 2020), although it has increased from 2019 (the latest reportable year). Our mean pay gap has also increased, however the mean bonus gap has decreased to only 1.2%. Our median bonus gap has seen the largest swing, from 42% in 2018 to -173.3% in 2020, and the percentage of men and women receiving a bonus has also reduced significantly in comparison to 2019. The quarter reporting illustrates that fewer women are represented in every quarter, but particularly in the Upper Middle Hourly Pay Quarter.

The Menzies Aviation (ASIG) Ltd results show an increase in the median pay gap of 3.5% to 48.9%. By comparison, the mean pay gap has decreased by 9% to 24.7%. Both measures are above the national average. Our median bonus gap is 1.5%, in comparison with -25% in 2019. Our mean bonus gap has shifted to 9.4% in comparison to -18% in 2019. In general, female employees who receive a bonus payment in this entity are at management level. Overall, there has been an increase in the percentage of men and women receiving a bonus this year. The quarter reporting shows that men dominate all pay quarters apart from the Lower Hourly Pay Quarter, where we have a 50/50 split.

## Coronavirus (COVID-19)

As will be expected, the coronavirus (COVID-19) pandemic has had a significant impact on the numbers being reported in this year's submission. A significant number of our furloughed employees were excluded from hourly pay analysis on the basis that these individuals could not be classified as Full Pay Relevant Employees. For Menzies Aviation (UK) Ltd, this represented 3,316 employees, and for Menzies Aviation (ASIG) Ltd it was 546. All employees (including those on furlough) were included in the high-level headcount analysis and Gender Pay Gap calculations using bonus pay, however minimal bonuses were paid during the reference period due to the impact of COVID-19.



## Looking Ahead

We remain committed to our diversity agenda, and to reducing our Gender Pay Gap. Notable developments in this area include:

- Creation of an Equity, Diversity and Inclusion Working Group, the aim of which is to bring together a team of individuals looking to think and act collectively to gather data, define priorities, and set objectives within the Equality, Diversity and Inclusion space at Menzies, in alignment with the overarching goal of shaping and leading positive change through action
- Participants in the United Nations Global Compact's Target Gender Equality initiative
- Alignment to the International Air Transport Association's 25 by 2025 initiative, and targets in place for increasing our proportion of female leaders at all levels of the organisation
- Delivering equality, diversity and inclusion training to all employees across the Group
- Reducing barriers of entry for a diverse workforce, using anti-bias technology in our recruitment processes
- A diversity lens added to our annual Leadership Talent Reviews and Succession Planning Process

## 2020/21 Reporting

### Relevant Employees and Gender Split

The table below illustrates the total Relevant Employees in each Menzies entity along with the representation of both men and women.

	Men	Women	Total
Menzies Aviation (UK) Ltd	3,103	1,662	4,765
Menzies Aviation (ASIG) Ltd	595	176	771

### Reportable Pay Gaps

The table below illustrates the reportable mean and median gap in hourly pay and bonus pay within the two Menzies entities, and the percentage of employees receiving a bonus payment.

	Pay Gap %		Bonus Gap %		% Receiving Bonus	
	Mean	Median	Mean	Median	Men	Women
Menzies Aviation (UK) Ltd	6.1	12.1	1.2	(173.3)	11.0	12.7
Menzies Aviation (ASIG) Ltd	24.7	48.9	9.4	1.5	23.4	6.3

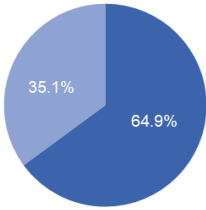


## Pay Quarter Representation

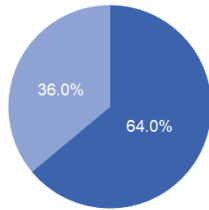
These charts illustrate how men and women are represented in each pay quarter. An even distribution across the quartiles would minimise the pay gap.

### Menzies Aviation (UK) Ltd

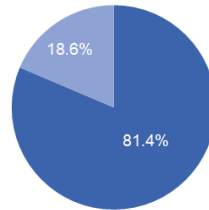
Lower Hourly Pay Quarter



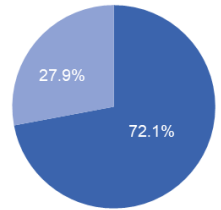
Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter

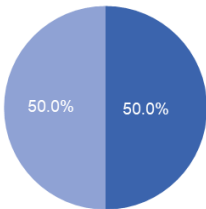


Upper Hourly Pay Quarter

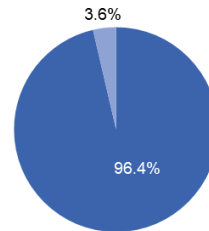


### Menzies Aviation (ASIG) Ltd

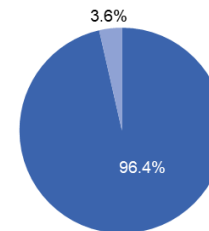
Lower Hourly Pay Quarter



Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter



Upper Hourly Pay Quarter

