



Gender Pay Gap Report 2021/22

April 2022

People. Passion. Pride. Since 1833.

Gender Pay Gap Report

At John Menzies plc, we believe our People are at the heart of our business and critical to our success. 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.

2021/22 Reporting Overview

In 2022 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 18.4% is above the Gender Pay Gap of 15.4% in the UK (published by the Office for National Statistics (ONS) in October 2021) and has risen from 12.1% in 2020. Our mean pay gap and mean bonus gap have also increased in this 12-month period. Our median bonus gap has seen the largest swing, from -173.3% in 2020 to 20.0% in 2021, and the percentage of men and women receiving a bonus has also reduced in comparison to 2020 as a result of the impact of the Covid pandemic in 2020/2021. The quarter reporting illustrates that fewer women are represented in every quarter, but particularly in the Upper Hourly Pay Quarter.

The Menzies Aviation (ASIG) Ltd results show a significant decrease in the median pay gap from 48.9% in 2020 to -3.3% in 2021. The mean pay gap has also decreased from 24.7% in 2020 to -18.7% in 2021. Our median bonus gap is 100.0% in comparison with 1.5% in 2020. Our mean bonus gap is also at 100.0% for 2021, rising from 9.4% in 2020. These statistics reflect that only a very small number of employees received a bonus payment in 2021 due to the impact of the Covid pandemic. The quarter reporting shows that men dominate all pay quarters, particularly in the Lower Middle Hourly Pay Quarter.

Coronavirus (COVID-19)

As in 2020, the Covid pandemic has had a significant impact on the numbers being reported in this year's submission. A 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 2,361 employees, and for Menzies Aviation (ASIG) Ltd it was 463. 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.

In line with guidance from the ONS, our focus remains on longer-term trends rather than year-on-year changes, particularly in light of the unprecedented impact of the Covid on our operations during the course of 2020/2021.



Looking Ahead

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

- Our Equity, Diversity and Inclusion Working Group brings 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
- Continued participation in the United Nations Global Compact's Target Gender Equality initiative and alignment to the UN Sustainable Development Gender Equality Goal
- 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. To help achieve this gender diversity goal we launched our Women in Leadership programme
- 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

2021/22 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	1,724	950	2,674
Menzies Aviation (ASIG) Ltd	447	127	574

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	21.9	18.4	21.7	20.0	8.9	6.7
Menzies Aviation (ASIG) Ltd	(18.7)	(3.3)	100.0	100.0	1.8	0.0

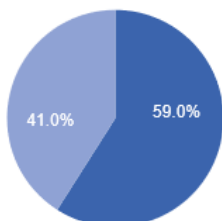


Pay Quarter Representation

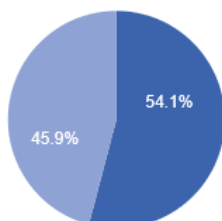
These charts illustrate how men and women are represented in each pay quarter. An even distribution across the quartiles would minimise the pay gap.

Menzies Aviation (UK) Ltd

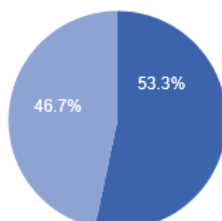
Lower Hourly Pay Quarter



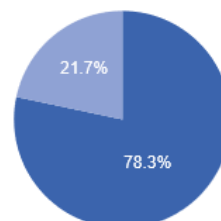
Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter



Upper Hourly Pay Quarter



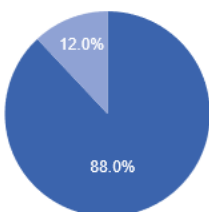
Female



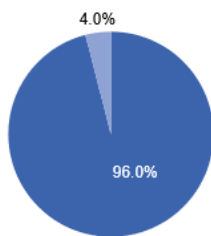
Male

Menzies Aviation (ASIG) Ltd

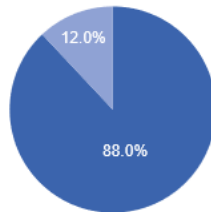
Lower Hourly Pay Quarter



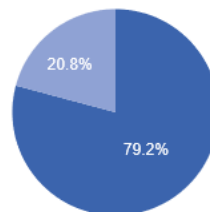
Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter



Upper Hourly Pay Quarter



Female



Male