



Gender Pay Gap Report 2022/23

April 2023

People. Passion. Pride. Since 1833.



Gender Pay Gap Report

At Menzies Aviation 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.

2022/23 Reporting Overview

In 2023 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 10.8% is below the Gender Pay Gap of 14.9% in the UK (published by the Office for National Statistics (ONS)) and has decreased from 18.4% in 2021. Our mean pay gap and mean bonus gap have also decreased in this 12-month period, both from c. 22% to 6.5%. Our median bonus gap has also decreased from 20.0% in 2021 to 10% this year. The percentage of men receiving a bonus has remained unchanged versus 2021 (8.9%), whereas the percentage of women receiving a bonus has increased from 6.7% to 7.3%.

The Menzies Aviation (ASIG) Ltd results show an increase in the median pay gap to 43.7% in 2022. This value is broadly consistent to the outcomes in 2019 (47.8%) and 2020 (48.9%), before a swing to -3.3% in 2021 (largely due to the impact of COVID-19). The mean pay gap has also increased to 35.3%, again, broadly reflecting the results published in 2019 and 2020. Our median bonus gap is -653.5% versus 100% in 2021. Our mean bonus gap is -188.7% for 2022 versus 100% in 2021. Our 2021 results reflected that only a very small number of employees received a bonus payment due to the impact of the Covid pandemic. By contrast, our 2022 results are driven by more bonus payments being awarded in a Male dominated workforce. That said, although Males received a higher volume of awards, the quantum was relatively low. Females received fewer awards, reflective of the fact that there are fewer Females in this workforce, but the quantum was notably higher.

Impact of Coronavirus (COVID-19)

In 2020 and 2021, the Covid pandemic had a significant impact on the data reported. Many 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. None of our employees were in receipt of furlough pay during this pay period, meaning that they could be included in the analysis once again. This has resulted in a submission that is more comparable to 2019, although some after-effects of the pandemic were still present at the snapshot date of 05 April 2022.



In line with guidance from the ONS, our focus remains on longer-term trends rather than year-on-year changes, particularly considering the unprecedented impact of the Covid on our operations in recent years.

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. This year we will also become signatories to the UN's Women Empowerment Principles in 2023.
 - Alignment to the International Air Transport Association's 25 by 2025 initiative, targeting 25% of our senior leadership roles to be held by Females by 2025. We are currently tracking at 19%
 - Commitment to 40% of our middle management roles to be held by 2033, our 200th anniversary. We are currently tracking at 31%
- Our Women in Leadership programme continues to thrive, driving progress against these targets
 - 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 applied to our annual Leadership Talent Reviews and Succession Planning Process
 - Recognising and celebrating International Women's Day on a global scale
 - Launching an ongoing educational campaign on Allyship, inspiring and empowering everyone at Menzies to show up as allies at work and drive positive change through supporting women and other underrepresented minorities in the workplace
 - Organising all-female aircraft turns and promoting this activity, both internally and externally, to demonstrate the range of career opportunities available to all



2022/23 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	1,859	987	2,846
Menzies Aviation (ASIG) Ltd	441	124	565

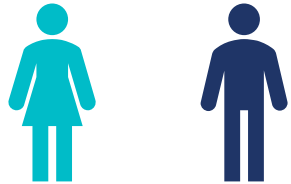
Reportable Pay Gaps

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	6.5	10.8	6.5	10.0	8.9	7.3
Menzies Aviation (ASIG) Ltd	35.3	43.7	(188.7)	(653.5)	21.3	4.8

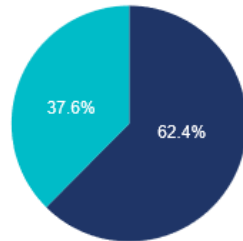
Pay Quarter Representation

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

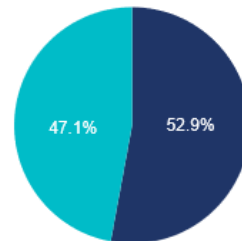


Menzies Aviation (UK) Ltd

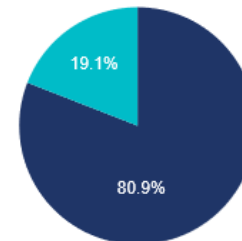
Lower Hourly Pay Quarter



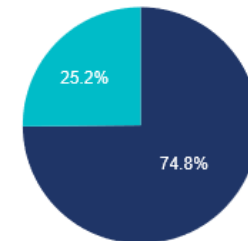
Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter

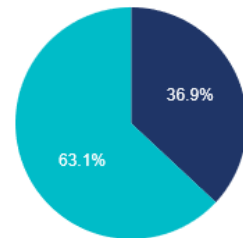


Upper Hourly Pay Quarter

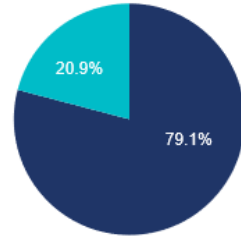


Menzies Aviation (ASIG) Ltd

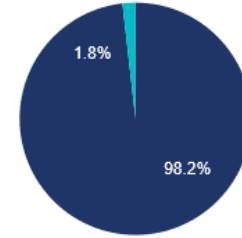
Lower Hourly Pay Quarter



Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter



Upper Hourly Pay Quarter

