



Gender Pay Gap Report 2023/24

April 2024

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.

2023/24 Reporting Overview

In 2024 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 14.3% in the UK (published by the Office for National Statistics (ONS)) and has maintained at this level since 2022. Our mean pay gap and mean bonus gap have increased slightly during last 12 months period, from c. 6.5% to 6.6%, and 6.5% to 7.6% respectively. Our median bonus gap has increased from 10.0% in 2022 to 16.7% this year. The percentage of men and women receiving a bonus has increased versus 2022, up to 16.6% and 13.5% respectively.

The Menzies Aviation (ASIG) Ltd results show a decrease in the median pay gap to 35.5% in 2023. This value demonstrates a positive shift, as the results in recent years have been in the mid-high 40%^s (save for 2021 where COVID skewed the data). The mean pay gap has also decreased to 29.2%, broadly reflecting the results published in 2019 and 2020. Our median bonus gap is 0.0% versus -653.5% in 2022. Our mean bonus gap is 31.6%, up from -188.7% for 2022. The outcomes relating to bonus in 2022 were driven by more payments being awarded in a Male dominated workforce. Females received fewer awards, reflective of the fact that there are fewer Females in this workforce, but the quantum was notably higher. In 2023, the position has stabilised somewhat, with the number of both men and women receiving a bonus reducing by 2-3 percentage points.

Lasting 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 in 2022 or 2023, meaning the analysis is more accurate and robust. This has resulted in a submission that is more consistent, and highlights where good progress is being made. In line with guidance from the ONS, our focus remains on longer-term trends rather than year-on-year changes, although any notable swings in the data will be explored.



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 Groups 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
- 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, targeting 25% of our senior leadership roles to be held by Females by 2025. We are currently tracking at 20%
- Commitment to 40% of our middle management roles to be held by 2033, our 200th anniversary. We are currently tracking at 30%
- Reviewing and enhancing our maternity, paternity and adoption policies
- Supporting our female employees with training to ensure they have the skills and confidence through our Women in Leadership Programme, with over 100 participants in 2023
- 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
- Continuing to recognise and celebrate International Women's Day on a global scale, both internally and externally
- Driving our 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 to demonstrate the range of career opportunities available to all



2023/24 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	2,410	1,201	3,611
Menzies Aviation (ASIG) Ltd	553	172	705

Reportable Pay Gaps

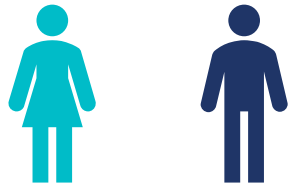
The table below illustrates the reportable mean and median gap in hourly pay and bonus pay within the two Menzies entities, and the percentage of employees receiving a bonus payment.

	Pay Gap %		Bonus Gap %		% Receiving Bonus	
	Mean	Median	Mean	Median	Men	Women
Menzies Aviation (UK) Ltd	6.6	10.8	7.6	16.7	16.6	13.5
Menzies Aviation (ASIG) Ltd	29.2	35.5	31.6	0.0	18.8	2.9

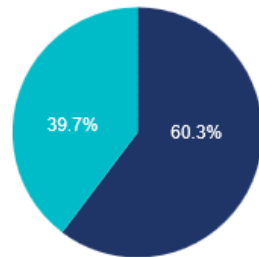
Pay Quarter Representation

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

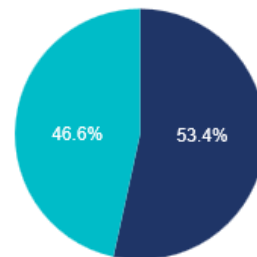
Menzies Aviation (UK) Ltd



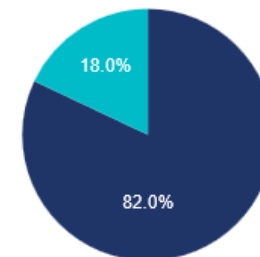
Lower Hourly Pay Quarter



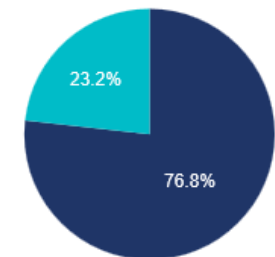
Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter

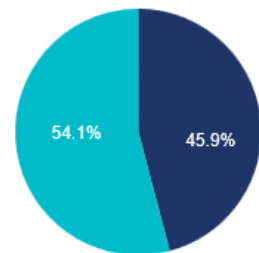


Upper Hourly Pay Quarter

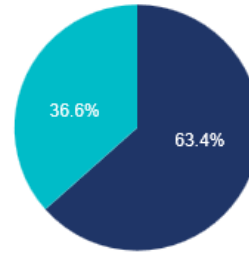


Menzies Aviation (ASIG) Ltd

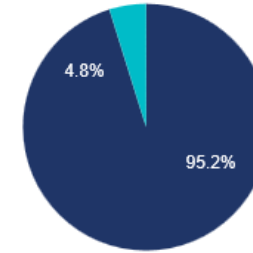
Lower Hourly Pay Quarter



Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter



Upper Hourly Pay Quarter

