

Gender Pay Gap Report 2018

Edinburgh Airport Limited

Introduction



Edinburgh Airport is Scotland's busiest airport serving over 14 million passengers in 2018.

We continue to see growth in passenger numbers, delivering increasingly diverse employment opportunities and requiring new efforts to attract great people to work in our business. We see Gender Pay Gap reporting as a great way to highlight the benefits of workforce diversity, focus attention on where we need to work harder and to promote the opportunities that exist for all in our airport and as part of an exciting and dynamic global industry.

We are proud of our culture and values and especially of our people who deliver a great service to our passengers and contribute significantly to the success of our airport and the wider Scottish economy. We recognise that we, along with other employers in our sector and beyond, have to face the challenges of redressing the gender pay gap.

We have seen some improvement in our overall results, with a reduction in our Median Pay and Bonus gaps showing that the work we are doing is beginning to pay off, and continue our focus on allowing talented people to thrive regardless of their gender.

Edinburgh Airport Limited can confirm that the data provided is accurate.

CEO

A blue ink signature of the CEO, consisting of a stylized, cursive name followed by a horizontal line.

HR Director

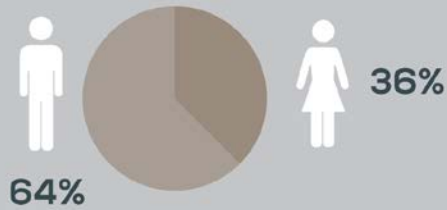
A blue ink signature of the HR Director, consisting of a stylized, cursive name followed by a horizontal line.

Our Workforce



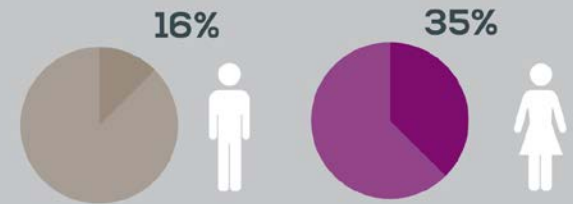
Increasing diversity

Gender Profile



More female employees than 2017

Part Time Working



Managerial Grades



The number of women in senior roles has increased from 15% to 20% since 2017



Increasing opportunity

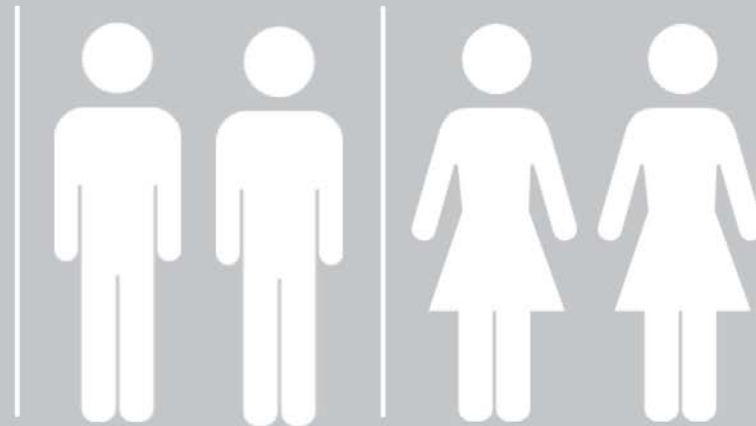
Our Gender Pay Gap



Our median gender pay gap has reduced since 2017. It is also below the national average.

Median Pay Gap
7.4%

Mean Pay Gap
16.7%



Our Median Pay Gap is DOWN from 14.1% in 2017

2018 Bonus Data



More women are in the non-managerial grades who did not receive full bonus in the reference period due to ongoing pay talks.

Bonus calculation, for the purposes of this report, does not take into account where the amount is prorated for part time working. This disproportionately impacts the bonus gap for women.

Proportion of employees receiving a bonus



Median Bonus Gap 7.15%

Mean Bonus Gap 60.74%

Our Median Bonus Gap is DOWN from 8.6% in 2017

If we include the delayed bonus payment, our median bonus is the same for men and women. A gap of 0%

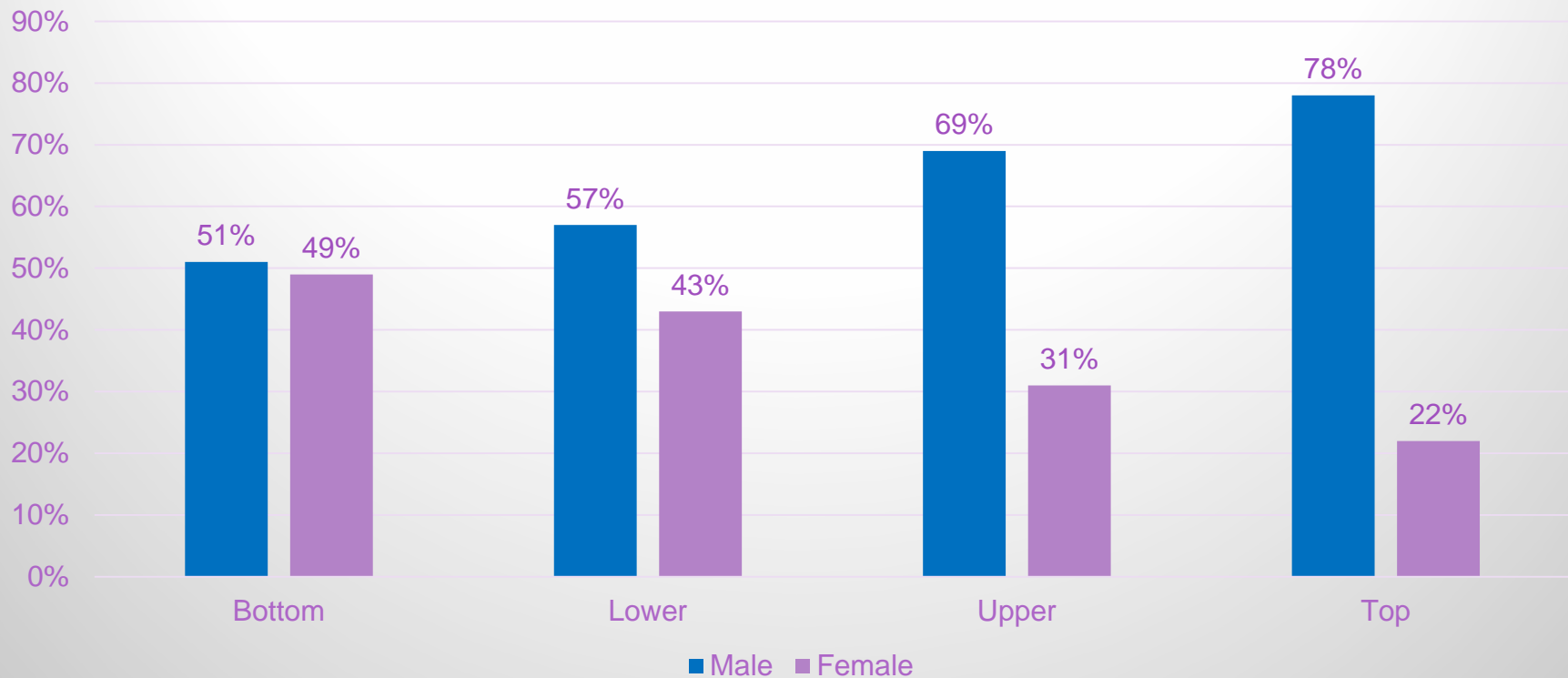
All employees are eligible for bonus.

The principal reason for the difference is the number of employees recruited between the cut off date for bonus payment in October 2017 and the end of the reference period in April 2018.

Pay Quartile Information



57% of our Male staff and 37% of Female staff are in the top two quartiles.



Our Action Plan



The gender pay gap is not the same as Equal Pay and we are satisfied that, where men and women are carrying out the same role, their rates of pay are also the same.

Our pay gap is broadly driven by 3 factors:

- A lower proportion of women employed in our highest paid roles;
- More male staff work in roles which attract shift pay than females;
- Our highest paid operational and technical roles – fire service, engineering, IT, airside operations – are traditionally male dominated within both the aviation sector and the wider economy.

To support diversity, we are engaged in a number of local and national initiatives to ensure that we recruit, develop and retain talented people regardless of their gender. We believe that more needs to be done nationally to address workplace gender stereotypes and occupational segregation.

We engage with young people through schools, further education providers, DYW and STEM to promote careers in the aviation industry, offering work placements, apprenticeships and internships to support this.

Through our partnership with DWP and other agencies, we are promoting aviation opportunities to the unemployed and those who are looking to change career.

We aim to use female role models in our recruitment advertising wherever appropriate.

We are building on the success of our internal development programmes, encouraging and supporting women to take up more senior roles and delivering a pipeline of talent for the future.