

Gender Pay Gap Report 2024

Proud of every journey



Introduction

The 2024 Gender Pay Gap report highlights where Birmingham Airport is today as an organisation, and we are pleased to report an improvement in our 2024 Gender Pay Gap report as the mean pay gap reduced to 12.9% compared to 17.7% in 2023. The median gap in 2024 reduced to 16.7% compared to 24.8% in 2023.

We are confident that we have robust policies and procedures in place to achieve equal pay and provide all of our colleagues with a comprehensive total reward package. Our annual salary increases are the same rate for all colleagues regardless of their role, gender, or any other status.

This Gender Pay Gap Report strengthens our resolve to improve our gender balance at all levels in the Company not only by working to reduce the pay gap but also through improving the attraction, recruitment, retention, and development of our workforce.

We are committed to achieving a minimum of 35% female representation

in the interview processes across all departments, a 50/50 gender balance for senior appointments, and achieve a gender balance in executive appointments and succession planning. We recognise that this will take time to achieve but so far, we are showing progression and improvement in this area.

We recognise and appreciate that we must have the most talented colleagues with diverse backgrounds, cultures, perspectives, and experiences to support our future innovation and growth strategy. There has been a significant amount of work taking place to ensure that no individual, irrespective of gender, is treated less favourably. We want our colleagues to feel valued for their individuality, succeed in our business, and share a sense of belonging, reflected in our values.

Therefore, we remain committed to continue to create an inclusive culture which values difference, and therefore enabling our people to be their true selves at work, and participate fully.



Nick Barton
Chief Executive Officer

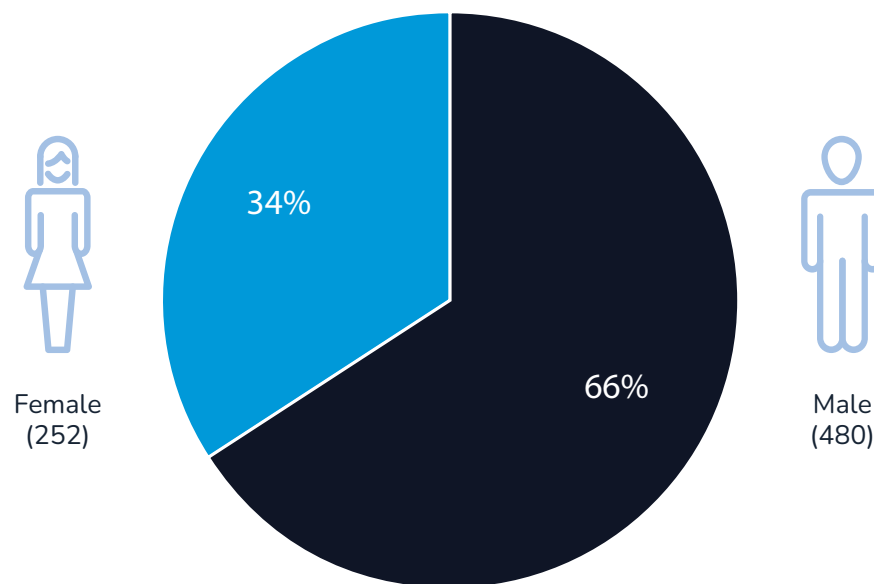
Our environment

The Airport employs staff through four separate companies:

-  Birmingham Airport Limited (BAL).
-  Birmingham Airport Air Traffic Limited (BAATL).
-  Birmingham Airport Holdings Limited (BAHL).
-  BHX Fire and Rescue Limited (BHXFR).

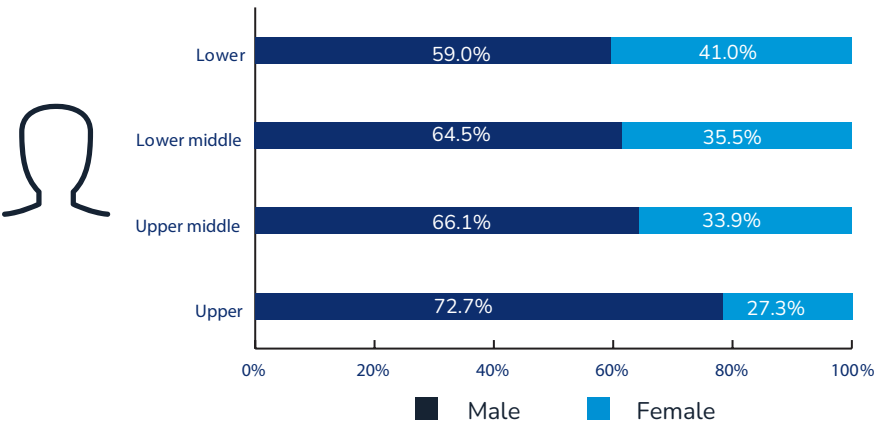
As of our 2024 snapshot date, the total number of full pay relevant employees in the group totalled 732 employees, BAL 623, BAATL 56 BHXFR 51 and BAHL 2.

Our 2024 gender profile
Full Pay Relevant (FPR)

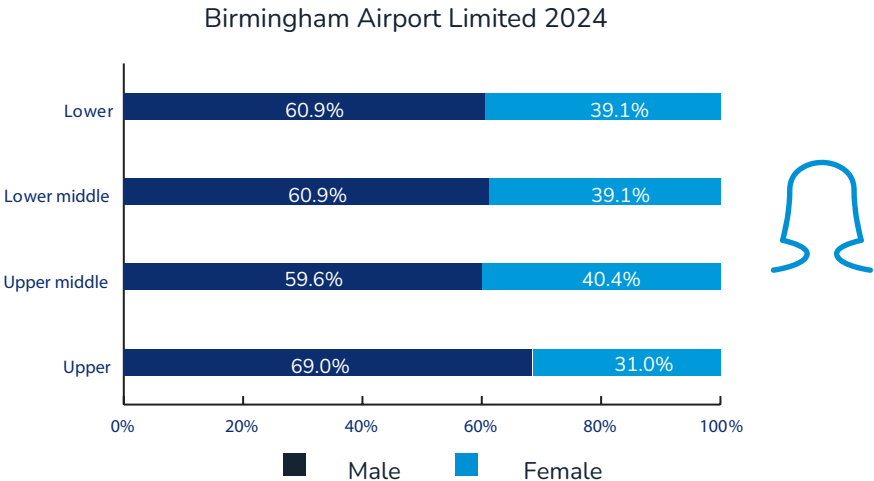


Our composition

Proportions of male and female in each quartile
(Birmingham Airport Group 2024)



Proportions of male and female in each quartile
(Birmingham Airport Limited 2024)



Gender pay gap - Birmingham Airport Group 2024

Difference between males and females	Mean	Median
Hourly rate of pay gap	12.9%	16.7%
Bonus pay gap	51.5%	12.6%

Gender pay gap - Birmingham Airport Limited (BAL) 2024

Difference between males and females	Mean	Median
Hourly rate of pay gap	6.6%	3.6%
Bonus pay gap	18.10%	6.0%

Gender is not a factor in determining pay rates within the Birmingham Airport Group and non-management roles are on collectively agreed pay scales where men and women are paid equally for equivalent roles.

Our commitment to improve gender diversity

Our commitment to addressing the gender pay gap reflects our purpose 'Proud of Every Journey' and our People pillar.

We remain focussed on redressing the balance and the measures which we are taking to narrow the gap, improve gender parity, and ensure more opportunities exist for female talent include:

- Identify a succession pipeline of talent for the future.
- Committed to promote gender balance across all levels of the aviation industry.
- Creating an inclusive environment where talent is nurtured regardless of race, gender, religion, or ethnicity.
- Working across the region within our local community schools and colleges to encourage more females to study Science, Technology, Engineering and Maths (STEM) subjects and to enter related careers.
- To achieve a more balanced male vs female population with an

initial aim to increase the % of female senior job holders across the business.

- Make equality, diversity, and unconscious bias training mandatory for all.
- To promote a more inclusive environment representative of the region we operate in and one which attracts all candidates and signals our commitment to celebrate and promote diversity.

Adopt and apply the airports commitment to the WMCA Inclusive Leadership Pledge.

All our managers are undertaking leadership development programmes, a key element of this is understanding unconscious bias so that we can recognise and correct this both within our recruitment and selection processes and in other decisions we make every day. We are committed to training our managers in unconscious bias as we strive to reduce our gender pay gap – an important deliverable in our HR Strategy.

Our pillars



Our values

