

# Gender Pay Gap Report 2025

# Introduction

The 2025 gender pay gap report highlights where Birmingham Airport is today as an organisation, showing positive movement in our overall gender pay gap. Our mean gap has narrowed in 2025 to 12.3% (down from 12.9% in 2024), and while the median gap has risen slightly in 2025 to 17.4% from 16.7% in 2024, female representation continues to strengthen.

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 are confident that we have robust policies and procedures in place to achieve equal pay and provide all 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.

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.

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.

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

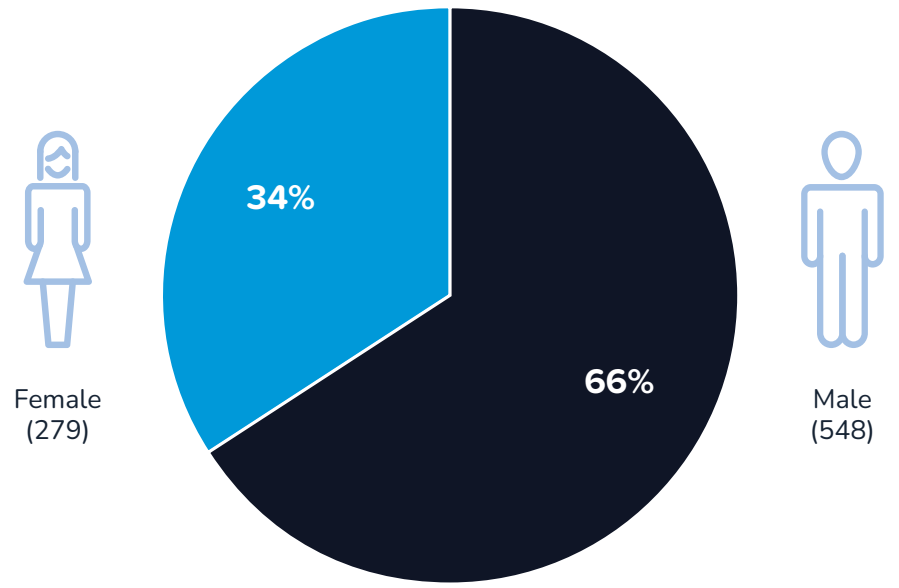
# Our environment

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 2025 snapshot date, the total number of full pay relevant employees in the group totalled 827 employees, BAL 711, BAATL 54, BHXFR 60 and BAHL 2.

Our 2025 gender profile  
Full Pay Relevant (FPR)



  
Female  
(279)

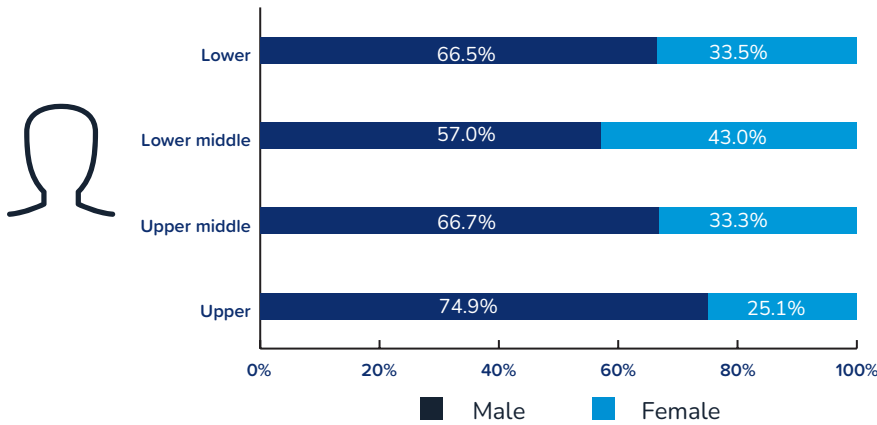
  
Male  
(548)



# Our composition

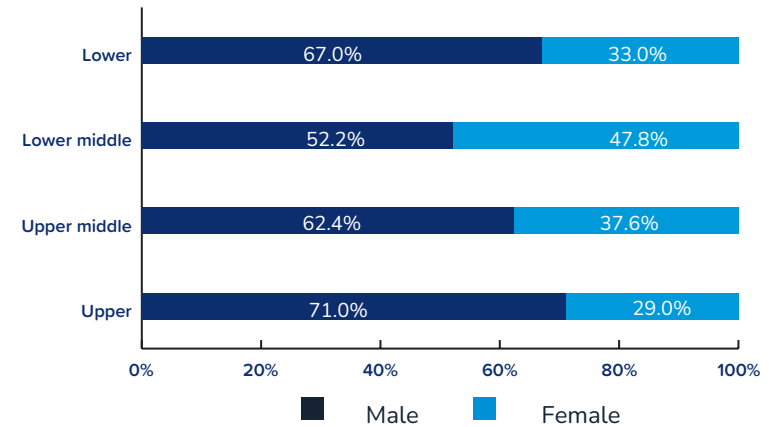
Proportions of male and female in each quartile  
(Birmingham Airport Group 2025)

Birmingham Airport Group 2025



Proportions of male and female in each quartile  
(Birmingham Airport Limited 2025)

Birmingham Airport Limited 2025



Gender pay gap - Birmingham Airport Group 2025

Difference between males and females	Mean	Median
Hourly rate of pay gap	12.3%	17.4%
Bonus pay gap	45.7%	7.1%

Gender pay gap - Birmingham Airport Limited (BAL) 2025

Difference between males and females	Mean	Median
Hourly rate of pay gap	5.8%	1.6%
Bonus pay gap	14.1%	4.5%

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.

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.

We continue our inclusion journey and have recently launched our Applicant Tracking System platform which automates our recruiting process

providing better candidate experience and provides valuable data on candidate diversity.

Our wellbeing forum leads on initiatives to improve the physical and emotional wellbeing of employees as we aim to become an employer of choice for the West Midlands.

There has been a significant amount of work taking place to ensure that no individual, irrespective of gender, is treated less favourably. Our Values, respectful, supportive, curious, dedicated, and inclusive are not just words but form part of the norm and the way we do things around here and forms part of our performance management review.

As set out in the Employment Rights Act 2025, we will work to prepare an action plan to support employees experiencing menopause ensuring we remain committed to continue to create an inclusive culture which values difference, enabling our people to be themselves, participate fully and reach their full potential.

# Our pillars



# Our values

