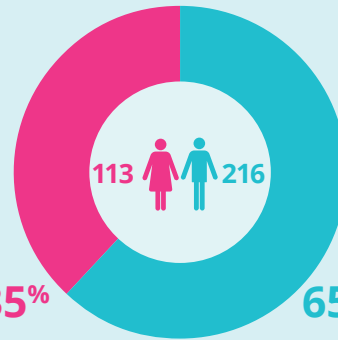


BOURNEMOUTH AIRPORT GENDER PAY GAP REPORT

We can use these results to assess:-

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.
- How effectively talent is being maximised and rewarded.

On the snapshot date in April 2024, the gender split was... **34.35%**



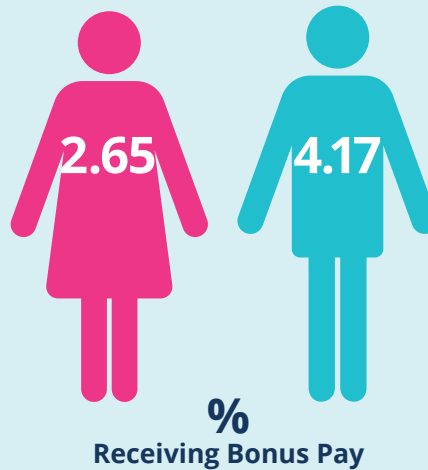
GENDER PAY GAP

AVERAGE HOURLY PAY **£14.97** **£16.43** **8.86%**

MEDIAN HOURLY PAY **£12.35** **£12.88** **4.13%**

MEAN BONUS PAY **£2,048.67** **£8,648.70** **76.31%**

MEDIAN BONUS PAY **£1,574.64** **£5,460.00** **71.16%**



PAY QUANTILES BY GENDER:



55.42%

Lower Hourly Pay 46 | 37



44.58%

28.05%

Lower Middle 23 | 59

71.95%

31.71%

Upper Middle 26 | 56

68.29%

21.95%

Upper Quartile 18 | 64

78.05%

Actions to help close the gap:

- We support requests for flexible working and have a good mix of full-time and part-time colleagues
- Our recruitment and selection processes aim to ensure that the most suitable candidate is chosen for the job and that all applicants receive fair and equitable treatment during process
- We encourage career development across genders and seniority levels of the organisation through in-house and external training and development.

I confirm that the published information and data reporting is accurate.

Steve Gill
Managing Director



Bournemouth Airport
Part of Regional & City Airports