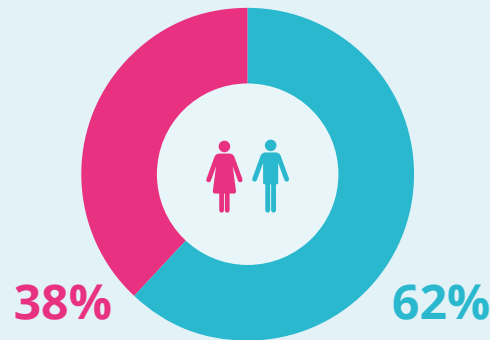


BOURNEMOUTH AIRPORT GENDER PAY GAP REPORT

We can use these results to assess:-

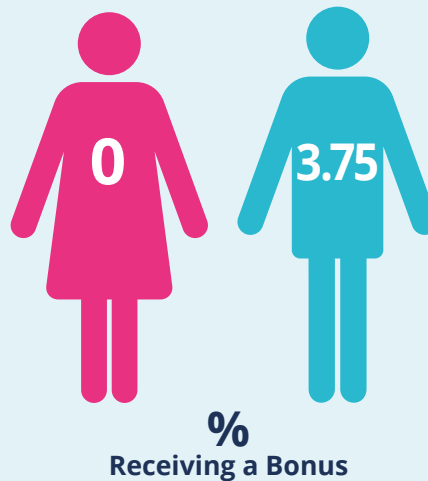
- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.
- How effectively talent is being maximised and rewarded.

On the snapshot date in April 2023, the gender split was...

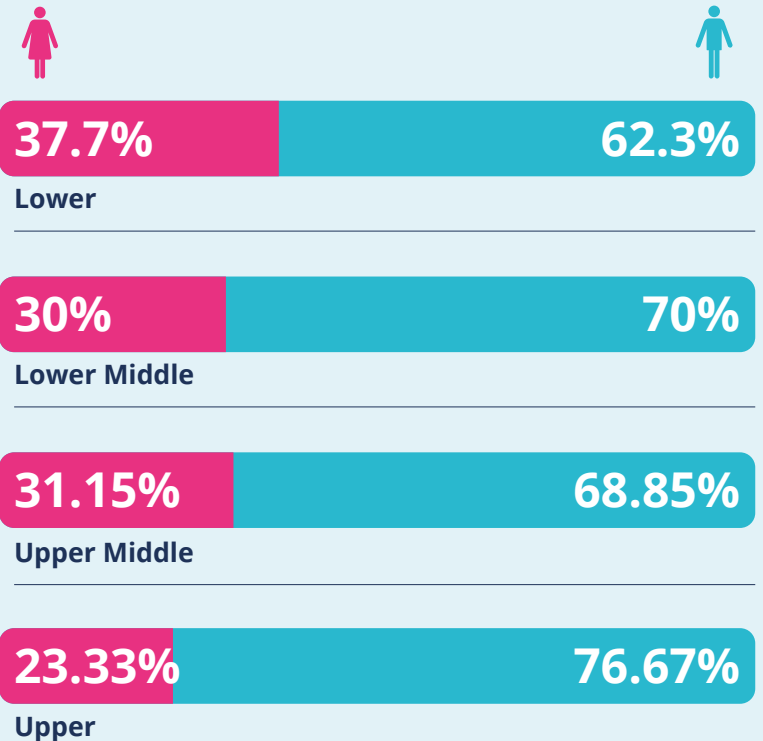


GENDER PAY GAP

MEAN Pay Gap	15.32%
MEDIAN Pay Gap	13.99%
MEAN Bonus Gap	100%
MEDIAN Bonus Gap	100%



PAY QUANTILES BY GENDER:



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