AGS Airports Ltd

GENDER PAY GAP REPORT

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AGS Airports Ltd is a partnership between Ferrovial and Macquarie Infrastructure and Real Assets (MIRA). Established in 2014, we are the second largest airport group in the UK, operating Aberdeen Airport, Glasgow Airport and Southampton Airport.

As a group we employ over 1,000 people and our airports carry over 15 million passengers every year to 200 destinations with 70 different airlines.

AGS Airports Ltd operates within the logistics, transport and distribution sector. Our key areas of airport operational activity are security, property management, retail facilities, fire services and cargo.

Our success depends upon attracting and retaining the best people, nurturing our talent, developing our loyal workforce and on sustaining the energy and enthusiasm of our people who share our core values of "Care, Pride and Passion".

REPORTING AGS AIRPORTS LTD GENDER PAY GAP

AGS Airports Ltd welcomes the UK Government's regulations for UK Gender Pay Gap Reporting. This legislation requires all UK organisations with more than 250 employees to publish their gender pay gap, meeting four key requirements before April 2018:

1. Reporting the difference in mean and median pay between men and women calculated on the basis of equivalent hourly pay rates
2. Reporting the distribution of men and women between pay band quartiles, calculated using the range of hourly pay rates
3. Reporting the differences in mean and median bonus pay between men and women
4. Reporting the proportion of men and women receiving bonus payments

Under this legislation AGS Airports Ltd is required to publish its Gender Pay Gap figures for Aberdeen Airport and Glasgow Airport. However, as an organisation that values openness and transparency we are also publishing Gender Pay Gap information for Southampton Airport.

The Gender Pay Gap is not the same as equal pay where men and women doing the same job must be paid the same, at AGS Airports Ltd we are confident that men and women are paid equally for doing equivalent jobs across our business.

The Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings.

ANALYSIS OF AGS AIRPORTS LTD GENDER PAY GAP

The UK Gender Pay Gap (mean) is 18.4% which is higher than the national Scottish Gender Pay Gap (mean) of 15.6%.

- Aberdeen Airport's Gender Pay Gap of 16% is lower than the UK Gender Pay Gap and is marginally above the national Scottish Gender Pay Gap
- Glasgow Airport's Gender Pay Gap of 15% is lower than the national Scottish and UK Gender Pay Gap
- Southampton Airport's Gender Pay Gap of 25% is higher than the national UK Gender Pay Gap

Since 2014, we have been working to become a more diverse and inclusive organisation. We believe these Gender Pay Gap differences reflect the wider issues of occupational segregation in those sectors in which we operate across the UK economy.

However, we continually strive to do better and ultimately our aim is to eliminate the Gender Pay Gap in each of our airports. This ambition will require efforts at all levels within our organisation together with step-changes across the wider economy.

ABERDEEN AIRPORT

Difference in Hourly Pay Between Male and Female Employees:

16 % Mean	16 % Median

Employees Receiving Bonus:

2 % Male	2 % Female

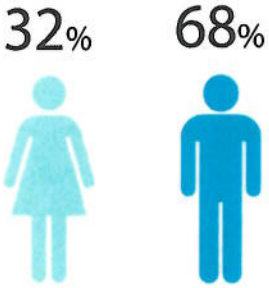
Difference between Male and Female Bonus Payments:

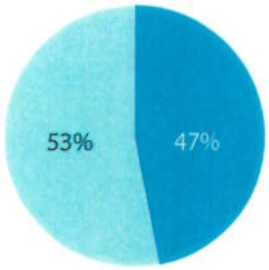
78 % Mean*	97 % Median*

* In favour of Females * In favour of Females

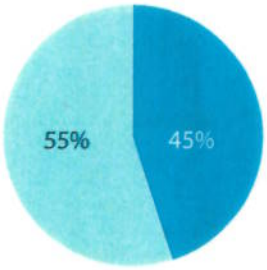
267

Total Employees

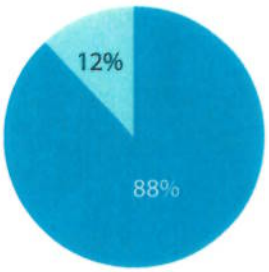




Lower Quartile Pay Band



Lower Middle Quartile Pay Band



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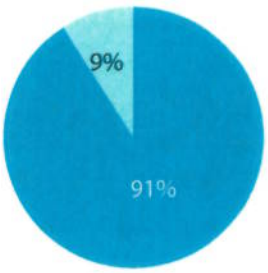


Upper Quartile Pay Band

Female Male

GLASGOW AIRPORT

Difference in Hourly Pay Between Male and Female Employees:

15 % Mean	9 % Median

Employees Receiving Bonus:

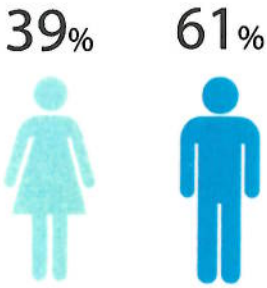
96 % Male	91 % Female

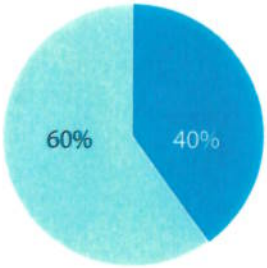
Difference between Male and Female Bonus Payments:

29 % Mean	20 % Median

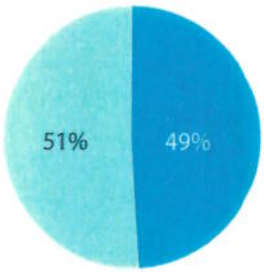
518

Total Employees

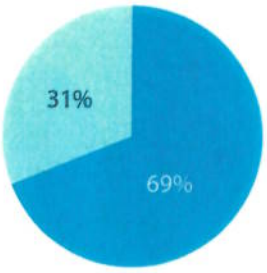




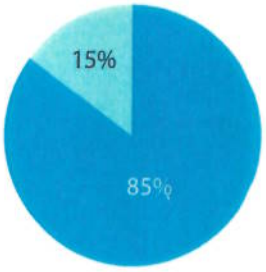
Lower Quartile Pay Band



Lower Middle Quartile Pay Band



Upper Middle Quartile Pay Band



Upper Quartile Pay Band

Female Male

SOUTHAMPTON AIRPORT

Difference in Hourly Pay Between Male and Female Employees:

25 % Mean	23 % Median

Employees Receiving Bonus:

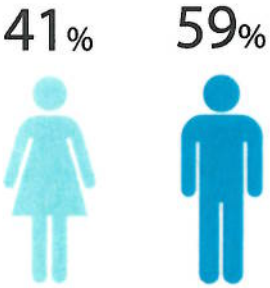
92 % Male	92 % Female

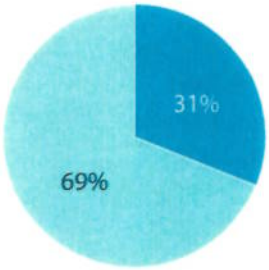
Difference between Male and Female Bonus Payments:

66 % Mean	0 % Median

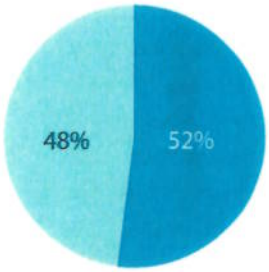
192

Total Employees

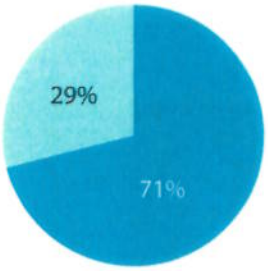




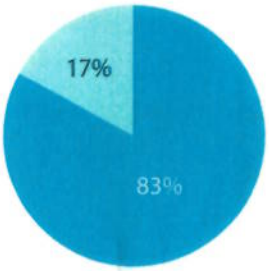
Lower Quartile Pay Band



Lower Middle Quartile Pay Band



Upper Middle Quartile Pay Band



Upper Quartile Pay Band

Female Male

AGS AIRPORTS LTD GENDER PAY GAP ACTION PLAN

Our team charter is focused on "Purpose, Values, Identity and Behaviour". This Charter has a key role in guiding our priorities over the coming months as we work to improve our gender pay gap performance.

Whilst 38% of our group workforce is female, we know that we need to do more to encourage and support more women into senior roles within the group. Our current Group Chief Executive Officer, Managing Director of Glasgow Airport, and Managing Director of Aberdeen Airport are female. We recognise the importance of role models, mentoring and the visibility of women in senior leadership positions in driving change.

Our aim is to develop a more detailed understanding of our workforce to ensure we are creating opportunities and a team environment where women want to stay with us and develop their careers. Our industry faces ongoing challenges over the years ahead in terms of recruiting and retaining talent and we want everyone to fulfil their ambitions at AGS Airports Ltd.

It is vital to our success and growth that there is a path to ensure that within AGS airports women have clear opportunities to be employed in roles which present good progression and earning potential.

STATEMENT

AGS Airports Ltd can confirm that the data provided is accurate.

Group Chief Executive Officer

Group HR and Communications Director