



Under new legislation, all employers in the UK with 250 employees or more must publish an annual gender pay gap report. This first Gender Pay Gap report provides figures which are based on the snapshot date of 5 April 2017 for Leeds Bradford Airport Limited.

Gender Pay Gap Report

Leeds Bradford Airport Limited is committed to providing equal opportunities in employment for all of our colleagues. We believe in a culture which promotes the benefits of a diverse workforce to ensure we attract and retain the best people for the job.



Female salaries for staff carrying out equivalent operational and non-operational roles within the business are **100%** of that of their male equivalents



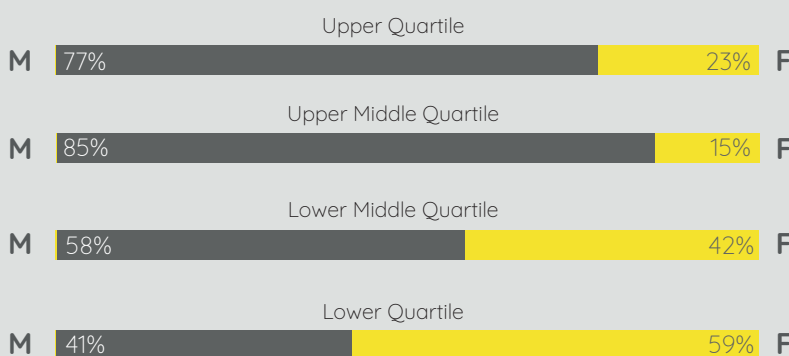
Pay Gap & Bonus Gap

Difference between Male & Female UK Employees

	Mean	Median
Hourly rate of pay	24.9%	32.1%
Bonus pay	64.4%	-2288.8%

The median bonus gap figures are impacted by the number of relatively low value long service awards in the year with the majority of employees qualifying for long service awards in the year being male.

Proportion of Male & Female UK Employees according to quartile pay bands



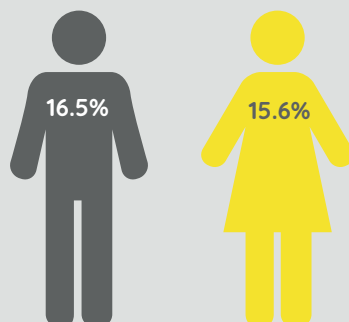
Summary

Leeds Bradford Airport Limited is confident that whilst we are presented with a gender pay gap, this is not an equal pay issue.

The higher gender pay and bonus gaps within Leeds Bradford Airport Limited are heavily influenced by the gender ratio of certain departments who earn relatively high salaries compared to other Leeds Bradford Airport Limited colleagues. Employees in these departments are predominantly male.

Where men and women are employed in equivalent jobs across the business we are confident that both men and women are paid equally.

Proportion of Male & Female UK Employees receiving bonus pay



LBA has relatively low turnover of staff which is something the business is proud of, however this does restrict our ability to change the gender balance within the organisation in the short term.