

Gender Pay Gap Reporting

The gender pay gap is the difference in average pay between men and women, across all jobs in the UK. It is not a measure of the difference in pay between men and women for doing the same job. Under the Gender Pay Gap Reporting legislation i.e. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 employees or more, are required to publish annually the gender pay gap.

Company

WFS is one of the world's leading ground handling organisations, providing high quality cargo, passenger, premium ramp, baggage and technical services across a network spanning over 198 locations in more than 22 countries on five continents.

As at 5th April 2017, Worldwide Flight Services Limited were required to report on 418 employees, 69 female employees and 349 male employees, recorded as "in scope" for this report.

Gender pay results can be an indicator of an employer's workforce profile, female career progression and occupational segregation. WFS' workforce makes up 83% of male employees, this is not unusual for the sector we work in. Historically, we have had less women candidates applying for the majority roles offered such as warehouse agents or drivers. These roles require working in inclement working conditions, involving machine operation and manual activity.

Gender Pay Gap

	Mean Gender Pay Gap in Hourly Pay	Median Gender Pay Gap in Hourly Pay	Female Employees with Bonus Pay	Male Employees with Bonus Pay	Mean Gender Pay Gap in Bonus Pay	Median Gender Pay Gap in Bonus Pay
Worldwide Flight Services Limited	11.9%	8.1%	97.2%	94.1%	63.01%	0%

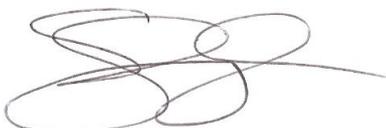
Quartiles	Female	Male
Lower	22.4%	77.6%
Lower Middle	21.3%	78.7%
Upper Middle	13%	87%
Upper	6.5%	93.5%

Summary

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say the WFS' gap compares favourably with that of a large number of other organisations. According to Office for National Statistics (October 2017), the mean gender pay gap for the whole economy was reported as 17.4%, WFS' mean gender pay gap of 11.9% is considerably lower in comparison with the national average.

WFS is committed in trying to increase a greater gender balance across our operations. We will strive to understand better our recruitment methods to see how we could attract more women into our organisation for the roles offered, to develop and understand the barriers for a female employee's career progression.

Steven Greenhalgh



Finance Director
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