

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.

WFS has 2 entities in the UK, Worldwide Flight Services Limited and Dunwoody Airline Services Limited. As at 5th April 2018, Worldwide Flight Services Limited were required to report on 465 employees, 75 female employees and 390 male employees, and Dunwoody Airline Services Limited were not required to report but have voluntarily reported on 228 employees, 57 female employees and 171 male employees, recorded as "in scope" for this report.

WFS' workforce is male dominant, this is not unusual for this industry when we compare with our competitor's workforce demographic. Our industry has historically had less women candidates applying for roles as warehouse agents and drivers. These types of roles make up the majority of our workforce, involving manual activity, machine operation within a cargo warehouse and often in inclement weather conditions.

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	12.10%	6.2%	89.30%	90.40%	72.30%	0%
Dunwoody Airline Services Limited	-0.3%	-6.8%	82%	85.9%	25.5%	0%

Quartiles	Worldwide Flight Services Limited		Dunwoody Airline Services Limited	
	Female	Male	Female	Male
Lower	22.4%	77.6%	21.1%	78.9%
Lower Middle	19.8%	80.2%	22.8%	77.2%
Upper Middle	10.3%	89.7%	31.6%	68.4%
Upper	12.0%	88%	24.6%	75.4%

Summary

WFS is, and always has been, committed to equality. We operate an open policy to recruitment with a goal to selecting the most able candidates. We have worked tirelessly with the trade unions to establish a clear, role-based pay grading structure that allows for transparent career progression open to all candidates. WFS is committed to reporting on an annual basis and to gain a deeper understanding of attracting, developing and addressing potential barriers that may inhibit progression into senior roles for a female candidate.

Steven Greenhalgh



Finance Director
April 2019