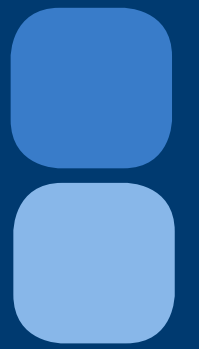
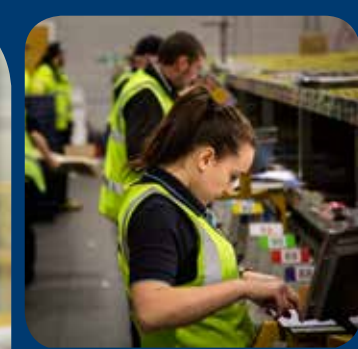


John Menzies plc 

Gender Pay Gap Report

March 2018



GENDER PAY GAP REPORT

John Menzies plc is committed to ongoing improvement in gender representation throughout our business. This report sets out our gender pay gap figures along with narrative to explain them. Our figures have been calculated using the mechanisms set out in the gender pay gap reporting legislation i.e. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap shows the difference in the average pay of all men in a defined group against all women in that group. This is different to equal pay comparison, which examines whether men and women are given equal pay for equal work, work rated as equivalent and work of equal value.

OUR COMPANY

John Menzies plc has six UK entities with at least 250 employees, three within our Aviation business and three within our Distribution business. Under the legislation we are required to report our gender pay gap for each of these entities, as set out in the following pages.

Both of our industries have historically attracted more male candidates to roles such as baggage handling, ramp operations, fuelling and newstrade operations which make up a sizable proportion of our workforce – a trend which is reflected in the some of the figures we have reported this year.

OUR COMMITMENT

In order to achieve greater balance across both businesses, we will continue to develop our recruitment processes, making every effort to proactively reach more female candidates and encourage them to apply for exciting and diverse roles within our operations; also clearly articulating the career path available for future career development.

We will seek to understand if there are any barriers we can address which inhibit females from progressing to senior roles within the business whilst continuing to embed a management culture which offers support to women already on our team and clearly articulating the career path available for future career development.

There are no quick fixes for gender representation in any business, but we believe the most important element is already present: a desire to make positive progress, and access to the widest possible pool of talent to support our future ambitions.



MENZIES AVIATION

Gender Pay Gap

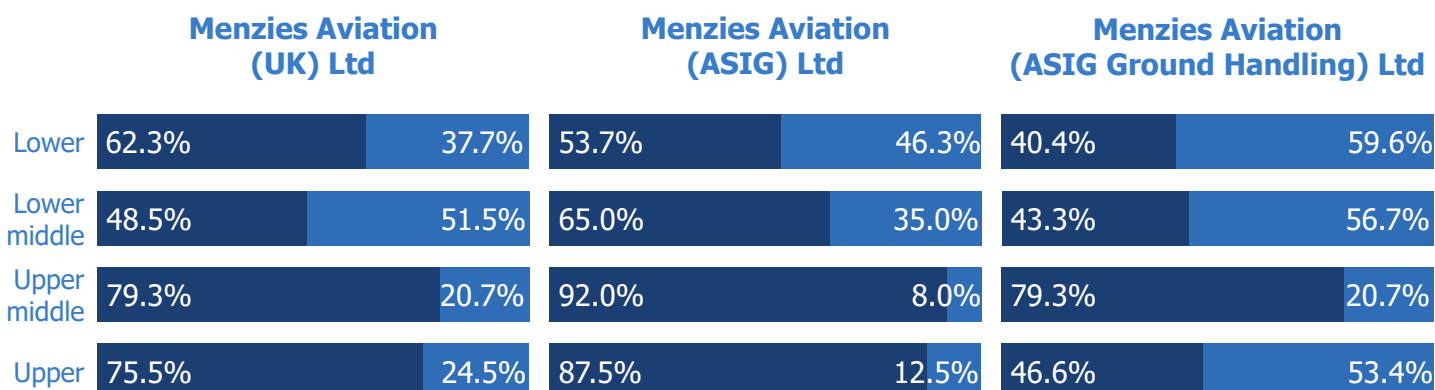
This table shows the mean and median gap in hourly pay and bonus pay within the three entities within the Aviation business along with the percentage of employees receiving a bonus payment.

	Reportable Pay Gap %		Reportable Bonus Gap %		% Receiving Bonus	
	Mean	Median	Mean	Median	Men	Women
Menzies Aviation (UK) Ltd	5.3	9.8	13.2	2.3	53.0	62.4
Menzies Aviation (ASIG) Ltd	19.6	40.4	(6.1)	16.2	5.9	8.6
Menzies Aviation (ASIG Ground Handling) Ltd	0.6	8.3	0	0	0	0

Note: Numbers appear in parentheses where the average pay for women is higher than men.

Representation in each pay band

These charts show how men and women are represented in each pay band. An even distribution across the quartiles would tend to minimise the gender pay gap.



men   women



MENZIES DISTRIBUTION

GENDER PAY GAP

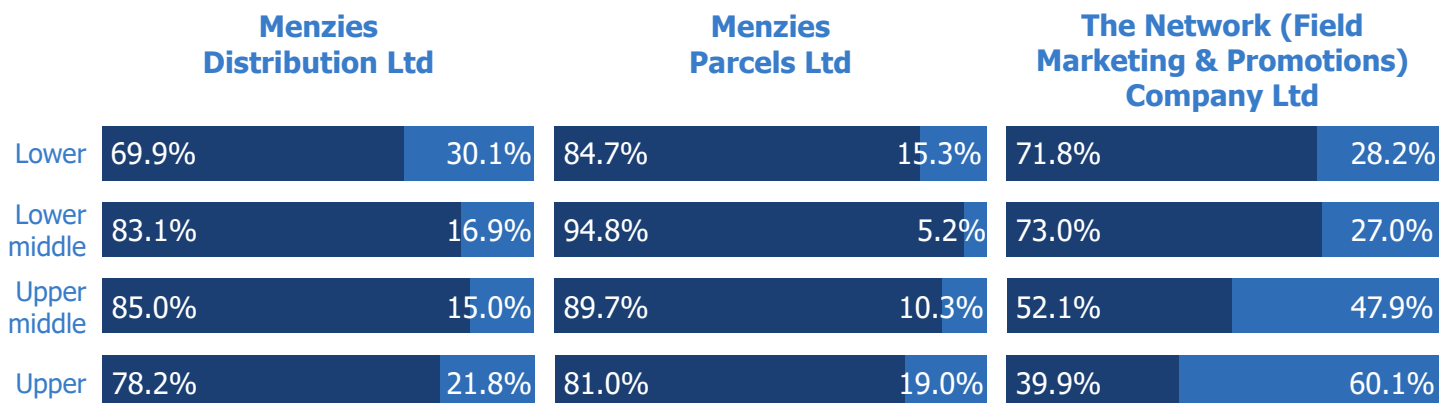
This table shows the mean and median gap in hourly pay and bonus pay within the three entities within the Distribution business along with the percentage of employees receiving a bonus payment.

	Reportable Pay Gap %		Reportable Bonus Gap %		% Receiving Bonus	
	Mean	Median	Mean	Median	Men	Women
Menzies Distribution Ltd	(0.4)	1.9	7.1	(69.5)	13.8	15.8
Menzies Parcels Ltd	(10.2)	(9.7)	5.7	(8.5)	53.8	37.9
The Network (Field Marketing & Promotions) Company Ltd	(27.6)	(26.8)	31.1	(57.1)	39.0	27.3

Note: Numbers appear in parentheses where the average pay for women is higher than men.

REPRESENTATION IN EACH PAY BAND

These charts show how men and women are represented in each pay band. An even distribution across the quartiles would tend to minimise the gender pay gap.



men   women

