

NORWICH AIRPORT – GENDER PAY GAP REPORT

Gender pay gap:

Mean pay gap **31.31%**

Median pay gap **25.38%**

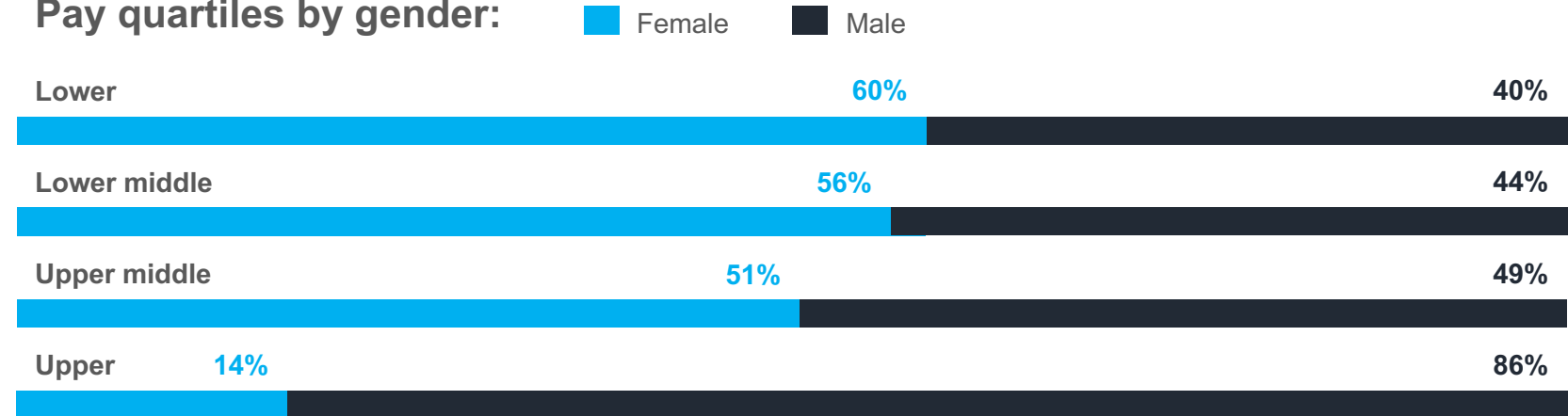
Mean bonus gap **100%**

Median bonus gap **100%**

Percentage receiving a bonus:

0.67%

Pay quartiles by gender:



Statement

“Following an extensive review of pay and conditions across all divisions, we are pleased to confirm that women and men throughout the Rigby Group’s companies enjoy comparable pay and conditions in like-for-like positions at all levels. **There is, however, no room for complacency on this critical issue.**”

“Rigby Group has an established track record of actively recruiting, training and encouraging women to develop new skills and progress up the career ladder, a policy which dovetails closely with the aims and ideals of the government’s equal pay campaign. While the results of this exercise reflect that approach across the group, it does underline the need for all UK companies to continue to work on encouraging women to develop and enhance their careers throughout their working lives.”

Richard Pace
Managing Director – Norwich Airport