



**Cobalt Ground Solutions Limited**  
**Gender Pay Report**  
**Report for the year ending 5<sup>th</sup> April 2021**

Cobalt Ground Solutions is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The 12 months to 5<sup>th</sup> April 2021 demonstrates the full effect of the Covid-19 pandemic as the aviation industry continues to recover following the almost complete shutdown of operations in airports across the UK. Operating solely at London Heathrow Airport, Cobalt has experienced a significant downturn in business and undertook a significant redundancy programme during Summer 2020 in order to rightsize the business for the projected business recovery. The Company also made use of the Coronavirus Job Retention Scheme where possible to protect employment as much as possible. During Winter 2020/2021, there remained a great deal of uncertainty within aviation, as governments across the world maintained or increased travel restrictions.

The Coronavirus pandemic has had a dramatic effect on the civil aviation industry in the UK, with London Heathrow Airport experiencing a 72.7% decrease in the number of passengers and a 28% decrease in cargo movements during 2020, which reflects Cobalt's experience of a 73% decrease in the number of passengers handled. Considering the relevance of the snapshot date of 5<sup>th</sup> April, for the quarter 1<sup>st</sup> January to 31<sup>st</sup> March, London Heathrow saw an 88.5% decrease in the number of passengers compared to the same quarter in 2020 and Cobalt saw a decrease of 79% for the same period. These statistics demonstrate the pandemic's effect on London Heathrow as a whole. For Cobalt, this was reflected in the number of active employees at the snapshot date, which equates to 90 employees compared to the total of 556 people on the payroll.

Whilst our statistics are very positive, we cannot and should not become complacent. In order to be a fair employer and to demonstrate our commitment to equality in the workplace, we must be vigilant. However, we are confident that our commitment to paying the same amount of pay within grades across our departments will ensure that our gender pay gap does not increase purely based on pay rates. There are other factors that may influence the statistics, but we will ensure that men and women can be sure to receive the same rate of pay within the same grade across the business. This means that Cobalt is not at risk of equal pay claims, where work in different areas of the business is compared for "equal value". Cobalt is committed to equal pay, and ensures that all employees are valued for their individual and joint contribution to the success of our business.

The Regulations require that all organisations carry out six calculations that show the difference between the average earnings of men and women in the organisation - no individual employees' data is published. We are required to publish the results on our own website and a Government website in line with the deadlines set by the Regulations. The Regulations define what information is included in each of the calculations, and these are shown in the tables below.

We can use the results of the calculations to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.



### **Some Statistics**

As at 5<sup>th</sup> April 2021, Cobalt employed 556 people. Of these, 207 were female and 349 were male. Due to the nature of our operations, we have a male-dominated workforce, although during the course of the pandemic, the ratio has changed with female employees making up 37.23% of the business compared to 27.29% at the same time in 2020.

As we have mentioned in previous reports, we have not been successful in recruiting women to our below-wing departments (Ramp and Baggage). This is something that we seek to address in our recruitment process, but despite advertising our vacancies within the local community and online, we find that we have very few, if any, female applicants for our below-wing vacancies. During the Covid-19 pandemic, our recruitment has been placed on hold and therefore it has not been possible to address this situation. This imbalance, however, is not replicated within our Flight Operations department, where 14 out of 32 employees are female, making up 44% of the team. In Passenger Services, however, we have more women than men, with women making up 71% of our team. In our Departmental Management roles, we see that female managers account for 80% (4 out of 5 managers), whereas our duty management team members were all male. Our Senior Management team is 33% female.

Overall, there is little change in the total ratio of women and men within our operational departments, with our Ramp and Baggage departments remaining heavily male-dominated despite efforts to recruit female employees into these teams. However, there has been a change in the Flight Operations department, where female employees now make up 51.8% of the team. Our Passenger Services department remains fairly stable at 69% female (compared to 71% in 2020). Our departmental, duty and senior management team ratios remain unchanged from 2020.

### **Our Gender Pay Calculations**

The mean gender pay gap is



The median gender pay gap is



How many women and men received a bonus, as defined by the Regulations, in the year ending 5<sup>th</sup> April 2021?



40.6%



62.1%

The mean gender pay gap in the bonus pay of women compared to men is



-9%



The median gender pay gap in the bonus pay of women compared to men is



-4.1%





The table below shows how many women and men that there are in each quartile of our pay structure.

	<b>Women</b>	<b>Men</b>
<b>1<sup>st</sup> Quartile</b>	24.4%	75.6%
<b>2<sup>nd</sup> Quartile</b>	12.2%	87.8%
<b>3<sup>rd</sup> Quartile</b>	12.2%	87.8%
<b>4<sup>th</sup> Quartile</b>	18.3%	81.7%

This table demonstrates the differences in the grades required for our operations at the snapshot date, 5<sup>th</sup> April 2021. The requirement for a greater number of Ramp and Baggage employees reflects the number of cargo flights that were scheduled by customer airlines compared to the number of passengers processed on behalf of our customer airlines. As in the previous year, we have a larger ratio of female employees working who fall in the 1<sup>st</sup> quartile due to the operational nature of our business.

In conclusion, the statistics shown here are reflective of active employees only at the snapshot date, and would not reflect the same picture if all employees were included in the calculations. Analysis at the snapshot date in 2022 should provide a more accurate reflection of Cobalt's Gender Pay position as it is anticipated that the aviation sector will have recovered sufficiently following the end of the Coronavirus Job Retention Scheme at the end of September 2021.

These figures have been calculated using the mechanisms that are set out in the Regulations. It should be noted that there are very specific categories of pay that are considered in the calculations.

Questions relating to this report should be directed to Rebecca Cooper-Jones, Head of Human Resources, via email at [Rebecca.cooper-jones@cobaltgs.com](mailto:Rebecca.cooper-jones@cobaltgs.com).