

DIVERSITY & INCLUSION

March 2021



Leeds Bradford®
Yorkshire's Airport

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At Leeds Bradford Airport, we appreciate the importance of diversity. To us, a diverse workforce allows us to better serve our wonderfully diverse catchment area. It is imperative that our people feel that they can be themselves in the workplace, and that individuality is recognised and appreciated in order to help our colleagues reach their full potential. Only then can we realise our ambitions as Yorkshire's airport of choice.

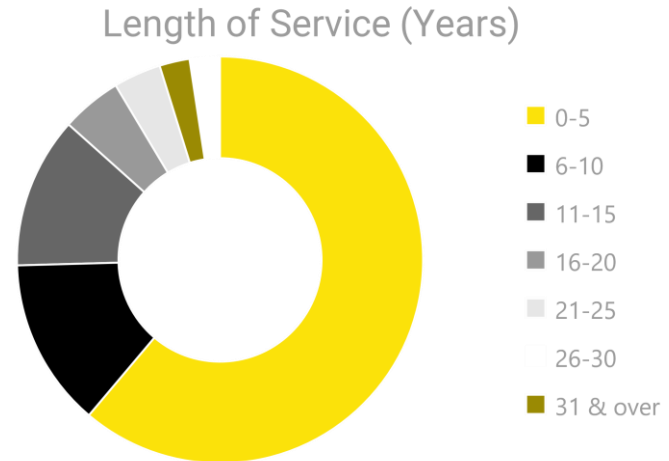
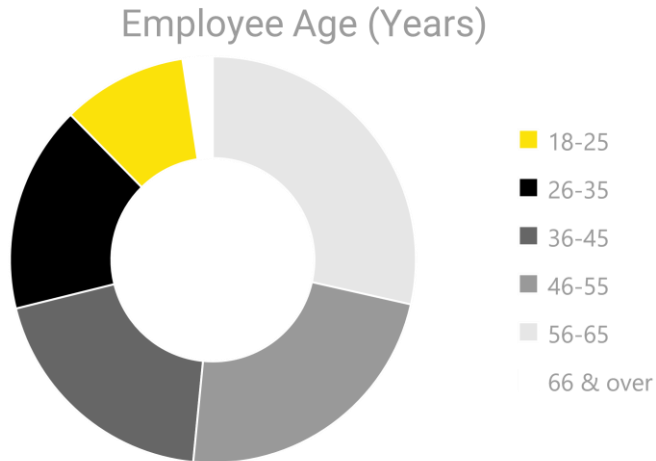
We strive to create and maintain an inclusive culture which is based on the foundations of dignity, respect and integrity. Our people strategy and Dignity at Work policy outlines our commitment to realise and maintain an inclusive workplace in order to ensure we can attract and retain talent. We aim to achieve this by the following means:

- Communication – ensuring accessibility for our people and our customers, and promoting awareness that we are an inclusive employer;
- Training – delivering relevant and engaging content to promote the benefits of diversity and inclusion within to workplace, and to address unconscious biases;
- Policy - implementing and frequently revisiting a robust D&I policy, with additional guidance and support for line managers;
- Presence – working in partnership with minority groups within our catchment to ensure we as an employer are accessible to all areas we are proud to serve.

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We are proud of our diverse workforce; over 50% of our employees are over the age of 45.



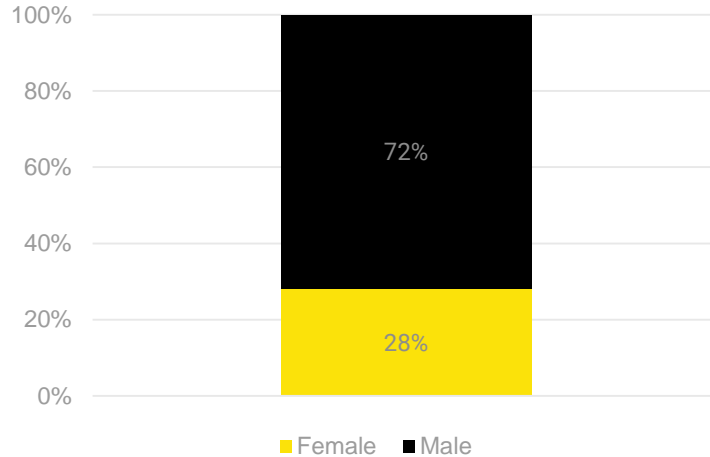
One quarter of our employees have completed over 10 years service.

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33% of our Executive team are female, 5 points higher than the percentage of women in the total workforce.

Gender Mix - Full Workforce



Gender Mix - Executive Team

