

DIVERSITY, EQUITY & INCLUSION STRATEGY 2023-2026



LONDON GATWICK

POWERED BY VINCI AIRPORTS

Contents

3	Introduction
4	Our DE&I vision
5	Our DE&I strategy and pillars
6	Where we are
7	What we've done so far
8	Our goals 2023-2026
9	Our aims 2023-2026
10	How to get involved
11	Appendix: What is DE&I?

Introduction

We connect people to over 200 destinations worldwide.
And our 2,300+ colleagues are at the heart of it.

Our values represent what we believe in and who we aspire to be, and thanks to being Ambitious, Competitive, Resilient, Resourceful and Together, we are not only rebuilding London Gatwick, we are growing!

People are our biggest asset. London Gatwick aims to be an employer of choice and attract the best candidates. We want our people to thrive and have the best experience while working with us.

We also want to provide an excellent service to ALL our passengers. For that to happen our people need to reflect the diversity of our passengers, to enable a better understanding of their needs.

Our DE&I vision

To be recognised by our colleagues, passengers and stakeholders as a company that places diversity, equity and inclusion at its heart. Underpinning this is our business vision – to be the airport for everyone whatever your journey. We want to create a place where everyone belongs and has a voice, and knows we all play an important role in our success.

Our values are reflected in our strategy



Ambitious

- We want to be a beacon in DE&I for our sector.



Competitive

- We want to be the most inclusive employer and airport.



Resilient

- We won't give up until we achieve our goals.



Resourceful

- We are obsessed with finding a better way.



Together

- Everyone will be involved. We will achieve our goals together.

Our DE&I strategy



Diversity

- We will attract, retain and develop diverse talent at all levels, maximising our diversity of thought. This will allow us to foster a fully inclusive workplace, which reflects our passengers.



Equity

- Our people are provided with fair and equal opportunities based on their individual needs.



Inclusion

- We listen to everyone and respect different contributions.
- We build a culture that encourages collaboration, fairness and flexibility to enable all colleagues to realise their potential.
- We equip our managers to build a diverse team and lead them in an inclusive way.

Our DE&I pillars



Firm Foundation

- Creating a clear purpose, which is data led with best practice policy & processes
- Embedding our vision for DE&I at London Gatwick and building trust



Open and Honest Communication

- Energising our people with campaigns and supporting materials designed using colleague feedback and articulating what we mean by DE&I at London Gatwick

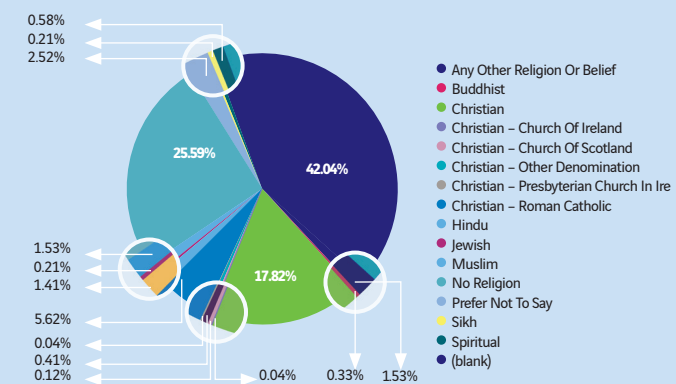
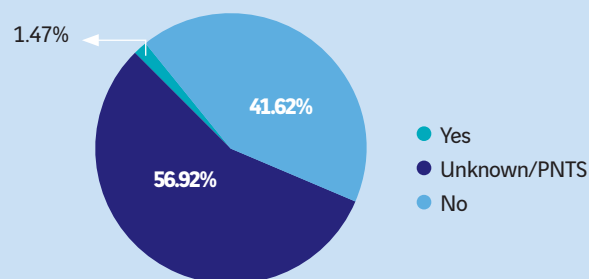
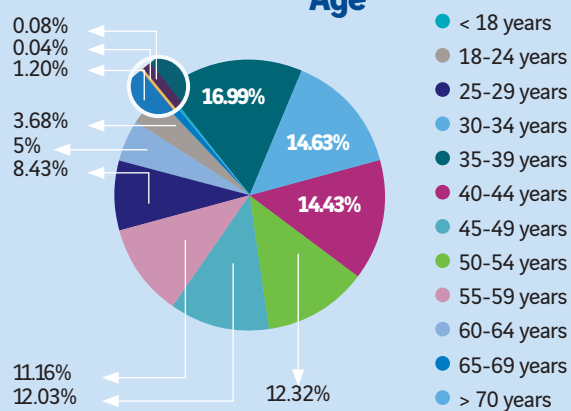
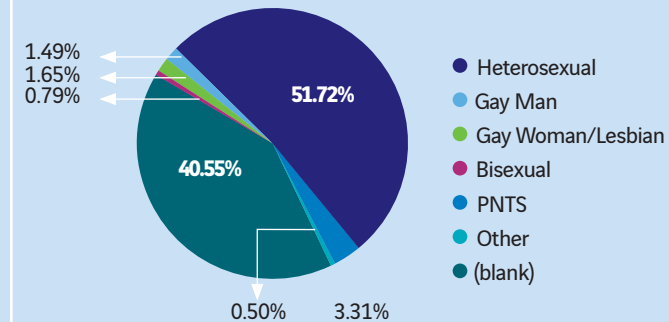
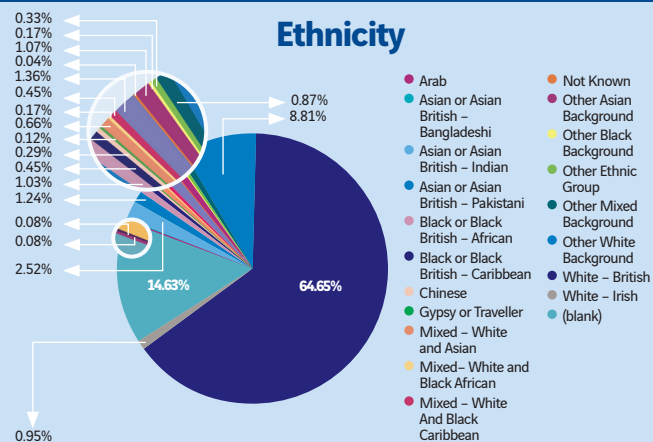
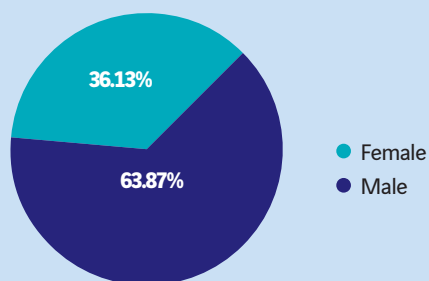


Increasing Confidence and Capability

- Delivering results by:
- Offering clear opportunities for colleagues to develop and progress
 - Upskilling them to instigate cultural change in an environment of inclusion
 - Learning from other organisations

Where we are

Our current workforce



We have also started collecting data for gender identity, but we don't have enough data yet.

Data as at 31 January 2023

What we've done so far

- We have hired a DE&I Lead and restructured and relaunched our DE&I Council.
- We've launched a Women in Leadership programme for our high-potential employees.
- In 2022 we've recruited 49.5% males and 50.5% female new joiners. In terms of ethnicity 14.4% of new joiners are from an ethnic minority background, and they make up 10% of our current workforce.
- Our Business Resource Groups (BRGs) are growing. Equal Plane, the BRG for women, was set up in 2021, and has been developing great work. They have worked to improve gender equal facilities and uniform choices. They have also been raising awareness of the barriers faced by women in the workplace.
- In 2023 we've launched three BRGs – REACH, for race ethnicity and cultural heritage, Able2, representing disability, and Gatwick Pride, focusing on LGBTQ+.

Our goals 2023-2026

We know our overall demographics won't change overnight, but the work we do now will ensure the diversity of our future workforce.

Women in Leadership

- 33% of leaders will be women by the end of 2023
- 40% of leaders will be women by the end of 2026

Ethnic minorities

- 10% of leaders will be from an ethnic minority background by the end of 2026

Other groups

Due to the lack of disclosure for other characteristics we are unable to set quantitative targets for other groups. We have set ourselves a target of 70% disclosure rate for these characteristics by the end of 2023.

Our aims 2023-2026

- Our senior colleagues must become diversity and inclusion champions.
- We are reviewing all our policies to make sure they are inclusive and incorporate equity where applicable. We will make sure all our processes are fair, accessible and fit for purpose.
- We'll recruit with DE&I in mind, finding leaders who make everyday inclusion a core part of how they lead. We will increase the diversity of our teams at all levels, ensuring we always recruit or promote the best person for the job.
- We will make sure everyone in London Gatwick receives DE&I training according to the needs of their role.
- We'll raise awareness of discrimination, bullying and harassment, especially for frontline teams and fight to ensure everyone feels safe and supported at work.
- We use our strategic position to help influence the industry we work in.
- We'll work with our partners and suppliers to set expectations, educate and challenge each other, so we all improve together.
- We'll refresh and relaunch our outreach programmes with schools, colleges, universities, local charities and local authorities targeting under-represented communities, improving social mobility and building a future pipeline of talent.
- We'll regularly update our people and key stakeholders on the progress we're making – and challenge ourselves to do more.

How to get involved

With big subjects like diversity and inclusion, it can be hard to know where to start. But DE&I is something we can all help with, and there are simple things that you can do to make a difference:

- Join our BRGs, either as part of that community or as an ally.
- Seek out alternative views, take the time to learn about the challenges other people face, keep learning.
- Ask questions, respect different experiences, be supportive and positive, listen to understand, involve people in the discussion.
- Be brave, visibly demonstrate inclusive behaviours, support others who face discrimination, pick up on unhelpful behaviours and language.

Appendix: What is DE&I?

Diversity is about the demographics – the number of people from different groups (as defined by ethnicity, disability, neurodiversity, LGBTQ+, religion, social background, age, etc) who are in the workforce.

Equity is being fair – creating the conditions for everyone to have equal opportunities. Being fair acknowledges our differences and provides the support people need to make sure they're not disadvantaged.

Inclusion is understanding and valuing those differences so we can all thrive at work to the best of our abilities. It's about giving everyone a voice and making everyone part of the decision-making process.

In an inclusive company everyone feels that they belong – without having to conform or change who they are. It's a place where you can perform to your full potential, no matter your background, how you identify, or your circumstances.