

# UK Gender Pay Report 2022

Gender Pay Gap legislation requires an employer with 250 employees or more to publish their gender pay gap for their employees. The data shows the position on gender pay as 5<sup>th</sup> April 2022.

## What is Gender Pay?

- The Gender Pay Gap is defined as the difference between the **mean** or **median** hourly rate of pay of men and women. The **mean** gender pay gap is the difference between the average hourly earnings of men and women across a whole workforce.
- The **median** hourly pay gap is the **difference between the midpoints** in the ranges of hourly earnings of men and women.
- Our **mean** gender pay gap is -33.7% and is calculated on the basis of earnings for the pay period ending 5<sup>th</sup> April 2022
- Our **median** gender pay gap is -63.6%, for the same period.

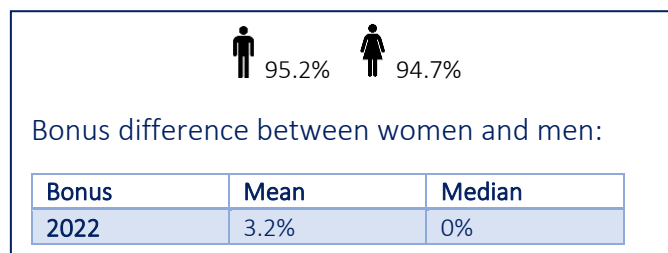
Traditionally, our industry relies on employing people with science, technology, engineering and mathematics (STEM) qualifications and experience and have similar challenges as other companies in the Aerospace environment, there are significantly less females studying in these subjects.

However, a diverse workforce is essential to the success of our business, we are pleased to have a growing representation of females in senior roles, 30% of the management team are female. We recognise there is more progress required in creating a inclusion workforce, hence we are taking steps through the implementation of apprenticeship and graduate training programmes focused in engineering and manufacturing specialism to increase greater diversity.

We are investing time and energy in creating an environment to create an environment of equal opportunities through the deployment of newly established career framework structure. The career framework will ensure individual progression is not limited or narrowed, enabling more of our employees to achieve senior position.

## Proportion of employees receiving a bonus:

*in the 12 months preceding 5 April 2022 this includes bonus made for long service and payment made for additional work on bank holidays.*



## Gender profile by pay quartile:

This information shows the gender split when ordered by hourly rate of pay from the highest to the lowest and grouped into four equal quartiles.

# 2022

