



GENDER PAY GAP REPORT 2020

The pay gap and bonus gap table shows the mean and median differences in hourly pay and bonus paid to males and females in the year up to and including **5 April 2020**.

These statistics are based on **1209** permanent employees (**Male 82% and Female 18%**)

PAY & BONUS GAP

	Mean	Median
PAY GAP	2.1%	4.3%
BONUS GAP	16%	28.9%



PROPORTION OF COLLEAGUES RECEIVING BONUS



WHAT WE DO: Safran Seats GB designs, manufactures, certifies and assembles innovative, bespoke high-end seats for First Class and Business Class aircraft cabins.

GENDER DISTRIBUTION IN EACH PAY QUARTILE

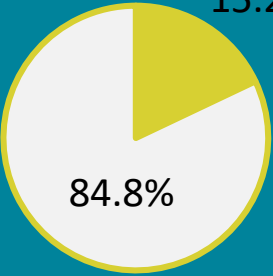
■ Female

■ Male

Lower

15.2%

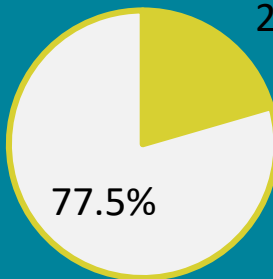
84.8%



Lower middle

22.5%

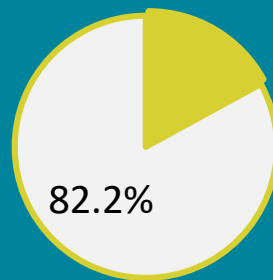
77.5%



Upper middle

17.8%

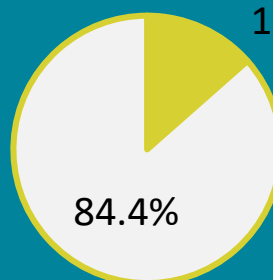
82.2%



Upper

15.6%

84.4%



Our continued commitment:

Our results this year continue to show a positive step in reducing our Gender Pay Gap. On a mean basis we have decreased from 10.4% to 2.1% in just 3 years although a slight increase in the median: 5.3% in 2018, 3.6% in 2019 and up slightly to 4.3% in 2020.

Although there is still a little way to go, we are very proud of our progress in this work and continue to drive for change working closely with the Women in Aviation and Aerospace Charter and our sister Safran sites in the UK having formed a Women@Safran UK Network.

In the year leading up to the 5 April 2020, our mean Bonus Gender Pay Gap has increased on the previous year to 28.9%. We are continuing to focus on this area and put changes in place which reflects our vision to create a workplace where everybody is able to achieve their full potential regardless of their gender.

We continue to work closely with our recruitment partners to help drive positive action to help attract, train and retain female talent for our future.



Safran Seats GB signed the charter in 2018 and our CEO, Victoria Foy sits on the Steering Committee.

Sarah Curtis
VP Human Resources
April 2021