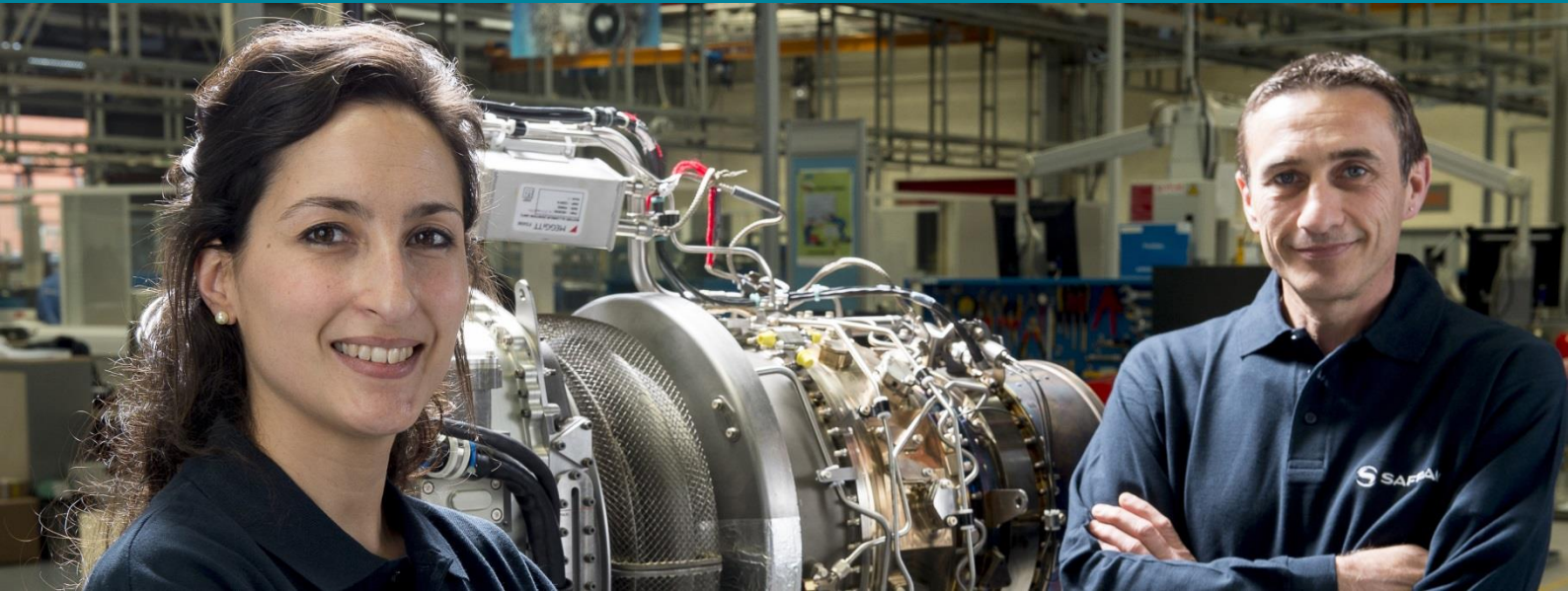


# GENDER PAY GAP REPORT 2019

SAFRAN ELECTRICAL & POWER UK LTD



## PAY & BONUS GAP

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 2019.

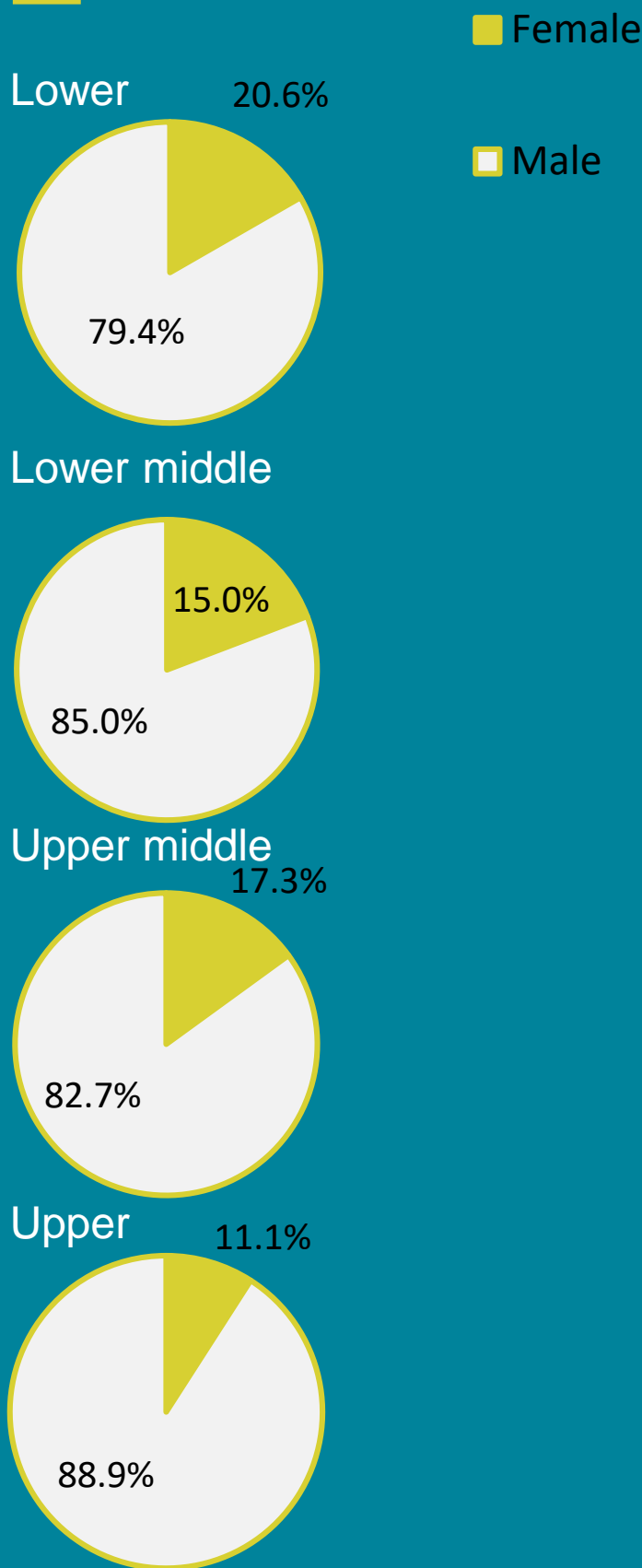
A negative figure indicates a higher percentage paid to women.

	Mean	Median
<b>PAY GAP</b>	5.8%	9.4%
<b>BONUS GAP</b>	8.3%	10.3%

## PROPORTION OF COLLEAGUES RECEIVING BONUS



## GENDER DISTRIBUTION IN EACH PAY QUARTILE



### UNDERSTANDING OUR DATA



Safran Electrical & Power is a specialist in electrical power systems for the aviation market, encompassing the entire electrical chain.

Our site in the UK specialises in power generation. For our 2018 gender pay gap reporting we reviewed pay data for 493 employees (74 women and 419 men).

The results show that our mean and median gender pay gaps continue to compare favourably with the national average.

Analysis of our gender pay gap shows that our gender pay gap is driven by the composition and structure of our workforce. More men than women are employed in our engineering/technical population, which is reflective of the industry in which we operate.

For our bonus gap reporting, all of our employees are eligible for a bonus, however there are non-gender factors that may impact if a bonus payment is received (e.g. performance).

Safran Electrical & Power encourages employees of all genders to develop and maximise their potential in the workplace and we are confident that we have a fair and consistent approach to recruiting and paying all individual employees.

Our data reflects that we employ a significantly higher proportion of men than women and highlights the need for us to focus on how we engage women to join our business and develop their careers with us to create greater gender balance in the workforce.

We actively support the Safran Group initiative to encourage more women into our technical roles for the future and we welcome applications from women for our technical roles.

Ellen Bigmore – Head of HR