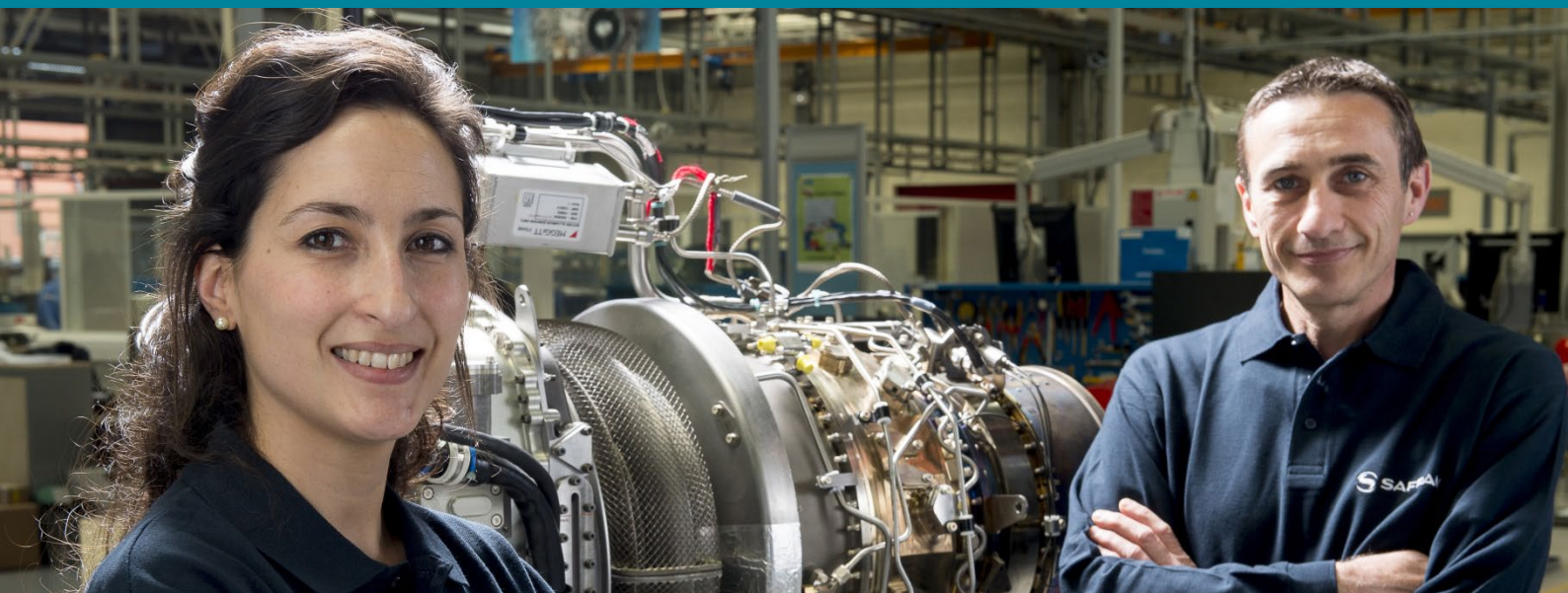


# GENDER PAY GAP REPORT 2022

SAFRAN NACELLES 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 2020.

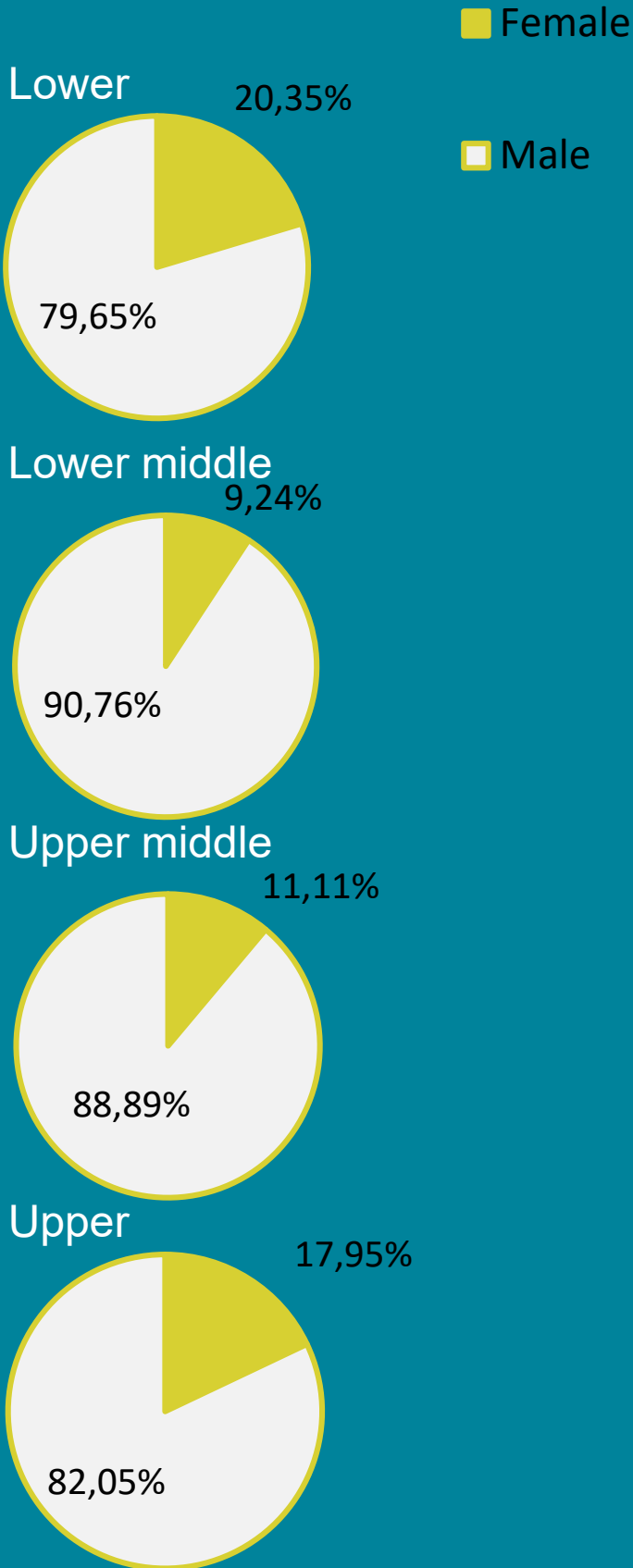
A negative figure indicates a higher percentage paid to women.

	Mean	Median
<b>PAY GAP</b>	-2.24%	1.47%
<b>BONUS GAP</b>	-50.99%	0%

## PROPORTION OF COLLEAGUES RECEIVING BONUS



GENDER DISTRIBUTION IN EACH PAY QUARTILE



UNDERSTANDING OUR DATA



Safran Nacelles is responsible for the design, development and manufacture of nacelles for a wide range of aircraft – from business jets to large commercial aircraft.

Currently we have a higher percentage of female employees who occupy more senior roles at a higher salary. As a result, our overall gender pay gap is minus 2.24%, which demonstrates that our female colleagues receive, on average, a higher hourly rate of pay.

Our Bonus Pay Gap shows that on average, females received 50.02% more than males in the year leading up to 05 April 2020. Our workforce consists of 15% females and 85% males. As a result, the average bonus for males was heavily influenced by a one off flat rate payment made to all eligible employees.

Kathryn Starr– HR Director