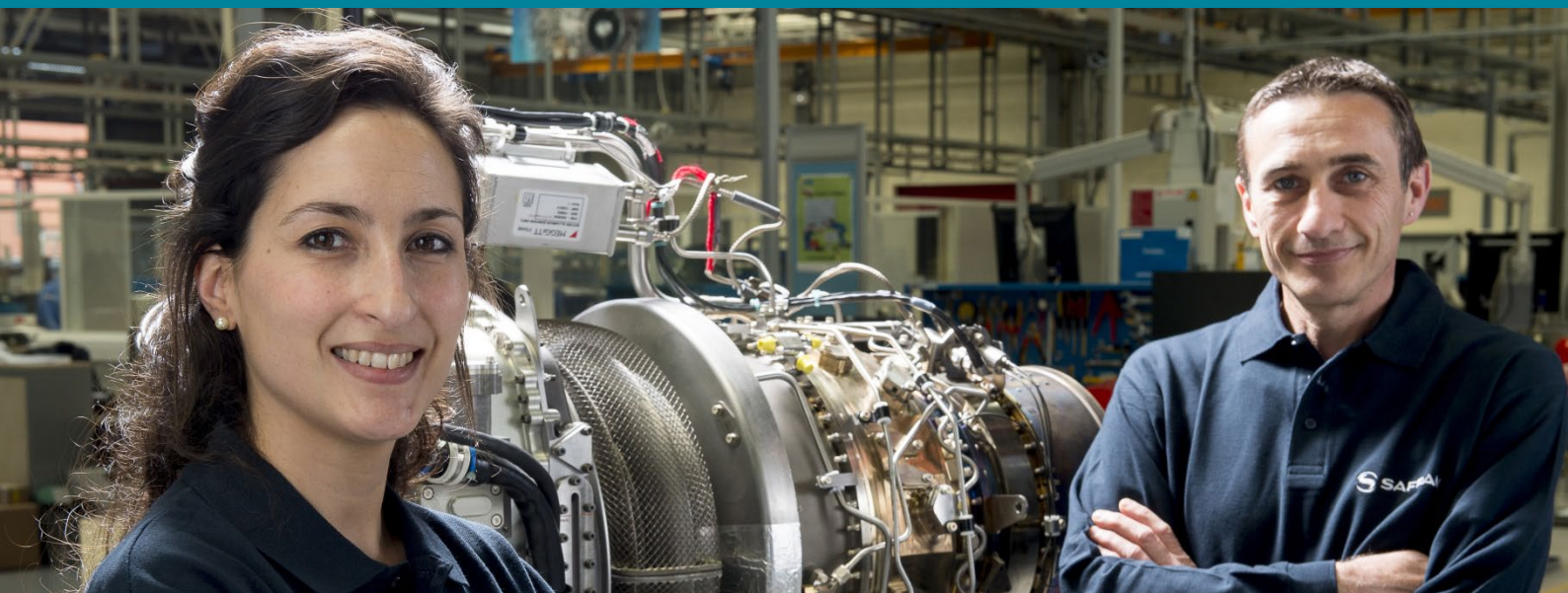


# GENDER PAY GAP REPORT 2023

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 2023.

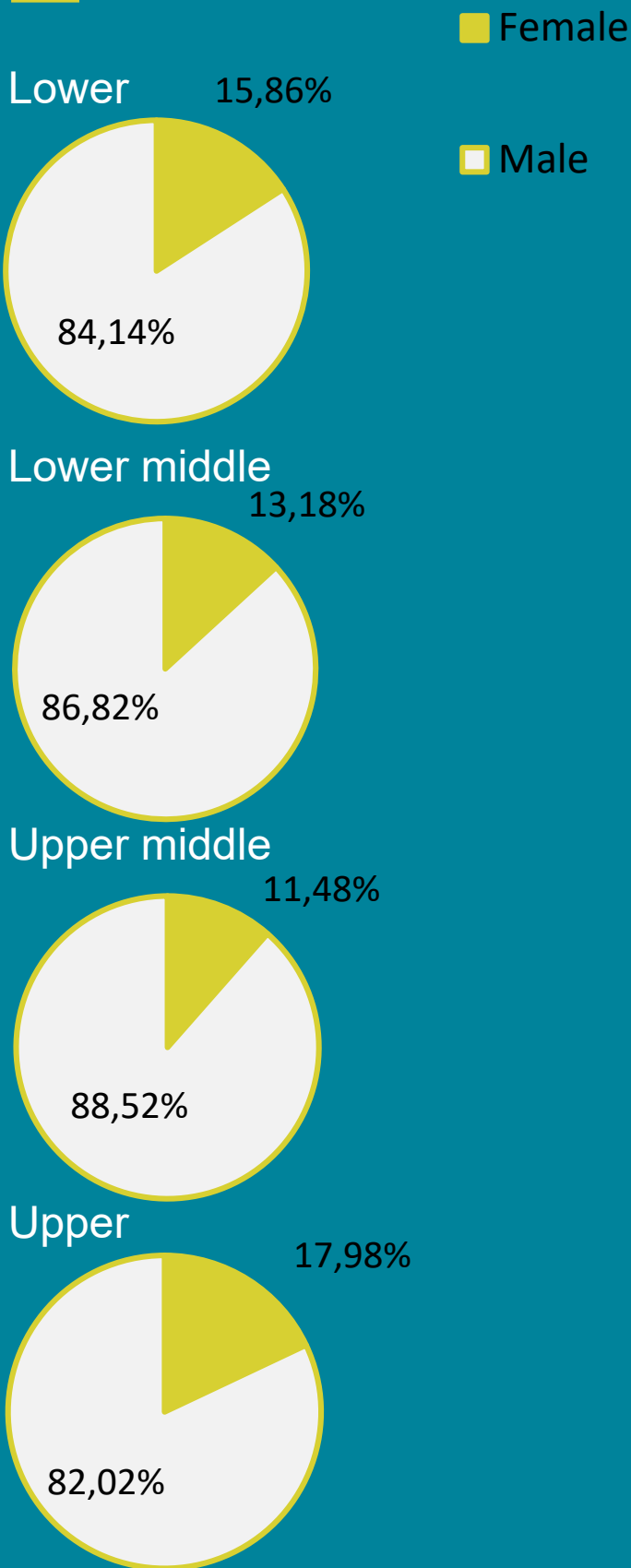
A negative figure indicates a higher percentage paid to women.

	Mean	Median
<b>PAY GAP</b>	-2.44%	0.37%
<b>BONUS GAP</b>	-35.62%	-100%

## 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 2.44%.

Our Bonus Pay Gap shows that on average, females received 100% more than males in the year leading up to 05 April 2023. The reason for this is because of a bonus payment made to the ‘Collective Bargaining’ population of the workforce which is 96% male and 4% female.

Our overall workforce consists of 15% female and 85% male. As a result, the average bonus payment for males was heavily influenced by a one off bonus payment made to all eligible employees.

Kathryn Starr – HR Director