

UK

GENDER *Pay Gap*



REPORT 2025

Gender Pay Gap Report 2025



Safran Seats GB Ltd

Safran Seats GB Ltd specialises in the design, manufacture and support of aircraft seating.

Safran's commitment:

Safran Group is a leading international high-technology group operating in the aviation, defence, and space markets. In the UK, Safran focuses on various aspects of aerospace and defense, providing high-value products and services to support both commercial and military sectors.

Safran's mission is to make aviation more sustainable and the world a safer place. It's a huge task and to achieve it we are committed to foster an inclusive organisational culture. We want to nurture a culture that attracts, retains and develops the best and most diverse talent. This gender pay report reflects our commitment to transparency and our ongoing efforts to positively affect our gender pay gap.

Safran Seats GB, a UK legal entity of the group recorded the following workforce demographic in 2024.

- **985 Permanent employees**
- **80 % male**
- **20 % female**

Pay & Bonus Gap:

	Mean	Mean Variance (Since last report)	Median	Median Variance (Since last report)
Pay Gap	3.9%	0.17%	7%	-7.05%
Bonus Gap	-89.3%	39.57%	11.8%	-10.69%

Performance Overview

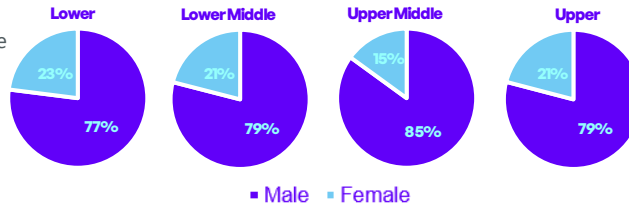
Our 2024 gender pay gap performance showed a minor increase in the mean variance of 0.17% but a significant decrease in the median gap of -7.05%. The mean gap has now decreased from 4.56% to 3.9% since 2021, demonstrating sustained progress made over this period due to our continued focus on this topic. The median gap continues to decrease halving from 14% in 2023 to 7% in 2024, while there is work to be done to bring it down further a push for a more equitable workplace is seeing significant results.

In terms of bonus payments, 19% of females received a bonus in 2024, vs 21% of males. While we have a lower number of females in the business, a similar percentage are in grades that receive a bonus when compared with male colleagues.

Proportion of colleagues receiving bonus:



Gender distribution in each pay quartile:



Interpretation of Data

The metrics highlights both our improvements and persistent challenges.

Stabilisation in the pay gap mean variance, and a halving of the median, represents sustained progress towards narrowing the overall gender pay gap when compared with results in previous years. However, the gap still exists. This highlights the need for continued targeted strategies to address imbalances.

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Contextual Factors

Several factors contribute to the current pay gaps at Safran Seats GB. Across the quartiles the percentages remain consistent other than the upper-middle quartile where we see a slightly higher proportion of men in technical leadership positions, with certain technical positions experiencing lower female representation. Positively an increase in workforce growth has seen those receiving bonus payments increase, with the percentage growth in women receiving a bonus being slightly ahead of male colleagues. .

We still see challenge in the volume of female applicants vs male applications in some technical engineering roles, largely driven by external influences, such as industry-wide talent pipelines and historical disparities in women's participation in STEM fields. Understanding these contextual elements is crucial for developing effective and sustainable solutions such as our investment in working with local primary and secondary schools to bring engineering to the classroom for all.

At a senior leadership level 40% of our executive team positions are now filled by women.

Recent and Upcoming Initiatives

- **Enhancing Inclusion and Diversity (I&D):** In 2024 we launched the UK I&D roadmap Fly Together. This introduced new initiatives to promote a more inclusive workplace. These include revised recruitment practices, diversity training, and communication campaigns to raise awareness of the challenges faced by women. The Fly Together strategy also incorporates senior-level diversity sponsors to champion these efforts.
- **Building Diverse Talent Pipeline:** Safran is committed to increasing female representation in engineering through local STEM activities, collaborations with educational institutions, and development initiatives aimed at young women.
- **Empowering Women Through Internal Support Networks:** The 2023 launch of the "Women@Safran" network fosters a supportive environment focused on improving workplace conditions and facilitating success for women. This network provides mentorship opportunities, professional development resources, and a platform for women to share experiences and advocate for change. It helps focus on issues that affect women in the workplace, thus we can provide a more inclusive environment by addressing any challenges raised.
- **Other Activities:** We have conducted policy reviews around flexibility, implemented mentorship schemes, and launched the Safran Together framework, which emphasises encouraging diversity across all levels of the organization. We have also launched a monthly menopause café. These activities aim to create a culture of inclusion where every employee can thrive.

Our commitment to "Ensuring Diversity and Inclusion" remains central to our people strategy. We believe that the combination of these efforts will create a more equitable and diverse workforce, ultimately benefitting both our employees and our business.

