

UK

# GENDER *Pay Gap*



REPORT 2025

# Gender Pay Gap Report 2025



## Safran Electrical & Power UK Ltd

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.

## Safran's commitment:

The Safran Group is a leading international high-technology group operating in the aviation, defense, 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.

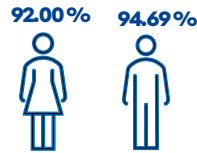
Safran's mission is to make aviation more sustainable and the world a safer place. It's a huge task and to achieve it we are committed to foster an inclusive organisational culture. We want to nurture a culture that attracts, retains and develops the best and most diverse talent. This gender pay report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

- **439 Employees at Safran Electrical & Power UK Ltd**
- **77 % male**
- **23 % female**

## Pay & Bonus Gap:

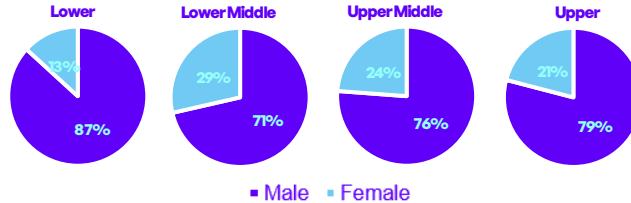
	Mean	Mean Variance (Since last report)	Median	Median Variance (Since last report)
Pay Gap	-0.17%	-2.18%	-0.93%	-2.68%
Bonus Gap	2.35%	0.6%	-78.75%	87.1%

## Proportion of colleagues receiving bonus:



**All of our employees are eligible for a bonus, however there are non-gender factors that impact if a bonus payment is received and the level of payment (e.g. performance, conduct & start date within the year).**

## Gender distribution in each pay quartile:



## Performance Overview

Our 2024 gender pay gap performance showed a decrease in the mean variance of 2.18% and a decrease in the median variance of 6.49% since 2023.

The mean pay gap has now decreased from 6.8% since 2022, demonstrating significant progress made over this period with an overall reduction of 6.63% over the 2-year reporting period.

## Interpretation of Data

The decrease in the mean variance represents significant progress towards narrowing the overall gender pay gap,

The fact that there is a negative mean and median pay gap is reflective of the gender distribution across the different role and seniority levels within the business.

This highlights the need for us to continue to deploy targeted strategies within specific functions of our business where the gender distribution needs to be addressed to achieve a representation more reflective of our overall employee population.

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## Contextual Factors

Several factors contribute to the current pay gaps at Safran Electrical & Power UK Ltd. These include gender distribution within different roles and departments, with certain technical and senior positions experiencing lower female representation. External influences, such as industry-wide talent pipelines and historical disparities in women's participation in STEM fields, also play a role. Understanding these contextual elements is crucial for developing effective and sustainable solutions.



## Recent and Upcoming Initiatives

- **Enhancing Inclusion and Diversity (I&D):** The UK I&D roadmap Fly Together introduces 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:** We are committed to increasing female representation in engineering through local STEM activities, collaborations with educational institutions, and career promotion initiatives aimed at young women. For example, partnering with schools to provide STEM workshops and creating scholarships to support female students pursuing technical degrees help address the talent pipeline challenge.
- **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.
- **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. 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.**