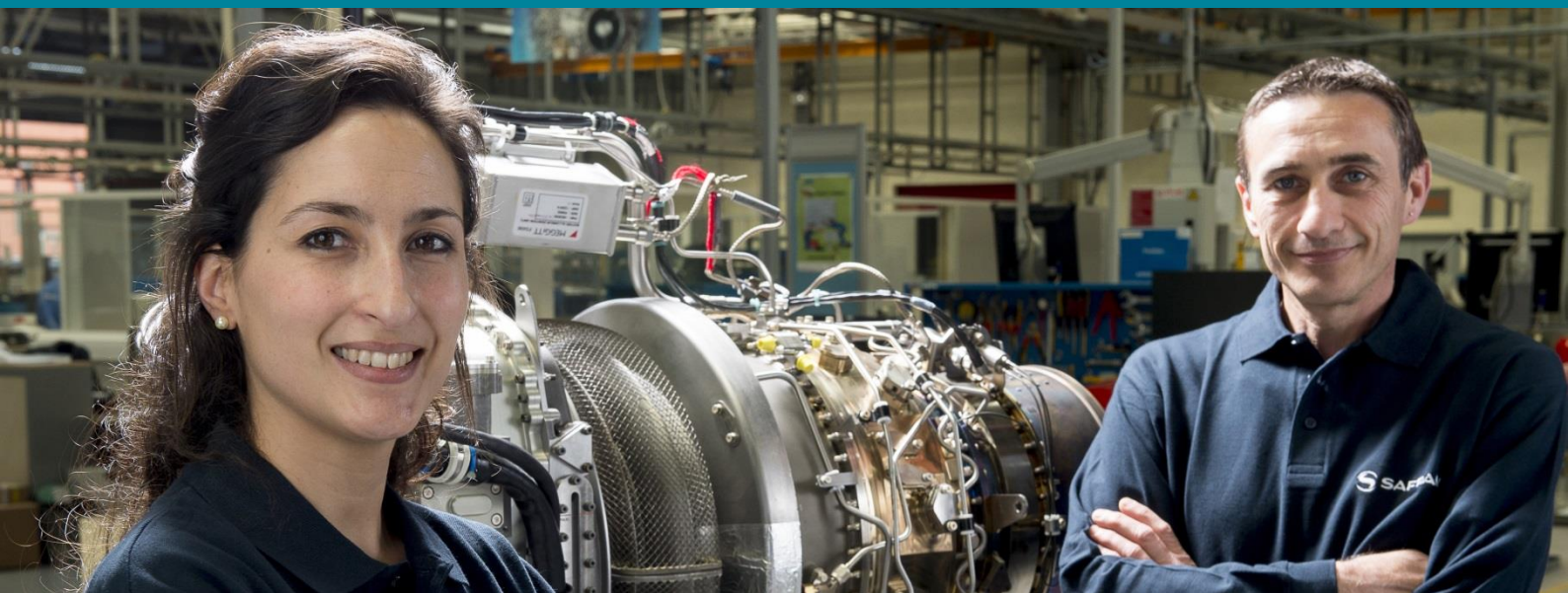


GENDER PAY GAP

REPORT 2021



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 2021.

A negative figure indicates a higher percentage paid to women.

	Mean	Median
PAY GAP	- 0.7 %	- 2.7 %
BONUS GAP	- 25.7 %	- 0.1 %

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 2021 gender pay gap reporting we reviewed pay data for 509 in scope employees (90 women and 419 men). However, only 325 of those employees (62 women and 263 men) were classed as full pay relevant employees, predominately due to the Coronavirus Job Retention Scheme (furlough).

The Covid-19 pandemic had a significant influence on our dataset for year. This is due to the high proportion of male employees whom were excluded from the data due to being on furlough. This has impacted our pay gap data based on the calculation required under the gender pay gap reporting framework.

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).

Our data reflects that we employ a significantly higher proportion of men than women and reinforces 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.

In 2021 we started developing our programme for gender diversity including the launch of a women's networking group (Women@Safran).

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