

GENDER PAY GAP REPORT 2021

WHAT WE DO:

Safran Seats GB designs, manufactures, certifies and assembles innovative, bespoke high-end seats for First Class and Business Class aircraft cabins.



Safran Group are convinced that a balanced workforce and diversity are drivers of creativity, team performance and innovation. Our identity has been forged thanks to the work of thousands of employees from dozens of countries. Safran has always derived its strength from the talents of its employees, talents that need to be able to flourish within a company that embraces all aspects of diversity. We are working to promote inclusion by recognizing, valuing, and capitalizing on our differences.

817 Permanent Employees



17.26%



82.74%



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 4 April 2022.

	Mean	Mean variance (since last report)	Median	Median variance (since last report)
PAY GAP	4.6%	+2.47%	10.3%	+5.98%
BONUS GAP	-25.3%	-41.3%	34.1%	-41.3%

PROPORTION OF COLLEAGUES RECEIVING BONUS

12.8%

(18/141)



11.8%

(80/676)

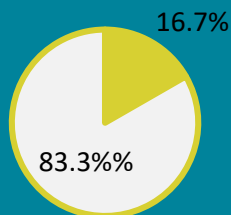
A higher percentage of women received bonuses for the 2nd year in a row.

GENDER DISTRIBUTION IN EACH PAY QUARTILE

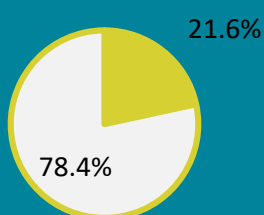
■ Female

■ Male

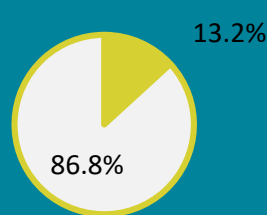
Lower



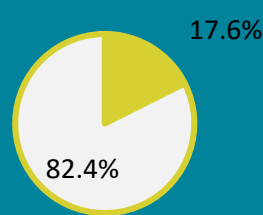
Lower middle



Upper middle



Upper



UNDERSTANDING OUR DATA

Following a business restructure including a reduction in headcount due to market conditions caused by the COVID-19 pandemic, we have seen a number of changes to the makeup of our gender pay gap.

In what has been a challenging period for our business the mean pay gap rose to 4.6% from 2.1% in 2020, however when put into further context we are still some way below the 9.8% of two years ago; which is extremely positive for us given our challenges. However that said, we saw a significant increase in the median pay gap which rose to 10.3%, again largely driven by action taken by the business as a result of market conditions following the pandemic. Reducing the median pay gap remains an area of focus for us and we continue to strive for change that reflects our vision of creating a workplace where everyone can achieve their full potential.

For the second year in a row bonuses were paid to a higher percentage of females than males, with 12.8% of women employed within Safran Seats GB receiving a bonus vs 11.8% of males. A key aspiration for the group is increasing the percentage of women in leadership and senior positions, an item which Safran Seats GB is well positioned for and is reflected within this total.



While we have experienced challenges, it is an exciting time to be part of Safran as the recently launched group wide people strategy holds ensuring Diversity and Inclusion at its core. We have a number of key activities underway to create the conditions for women to thrive. These include the opportunity to apply to industry recognised leadership programmes for women (supported by local government), STEM outreach into local schools, the introduction of hybrid working giving greater flexibility to colleagues and a number of courses for our leaders; helping them to understand their bias relating to recruitment and other activities. We also have a keen focus in upskilling leaders on empowering female colleagues in their teams, helping them become aware of issues that effect women and equipping them in how to support.

We continue to work with recruitment partners and key stakeholders in our business to drive positive change and create the conditions for women to thrive. We are committed to not just attracting and recruiting, but retaining the best female talent for the future. We will continue to focus on removing the gender pay gap to enable this ambition.

Sarah Curtis – VP Human Resources