

# GENDER PAY GAP REPORT 2022

**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.

**782** Permanent Employees



17.4%



82.6%



## 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)
<b>PAY GAP</b>	4.3%	-0.28%	12.7%	+2.38%
<b>BONUS GAP</b>	-61.0%	-35.67%	11.4%	-22.67%

## PROPORTION OF COLLEAGUES RECEIVING BONUS

8.82%  
(12/136)



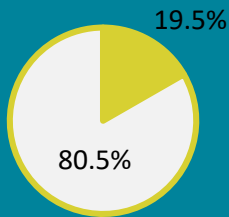
8.98%  
(58/646)

Difference of 0.8% between Male and Female receiving a bonus.

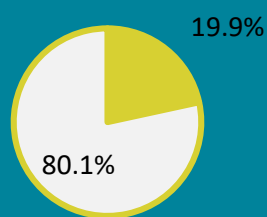
## GENDER DISTRIBUTION IN EACH PAY QUARTILE

■ Female  
■ Male

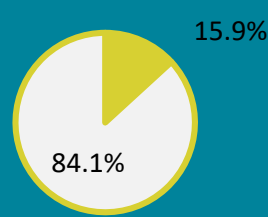
Lower



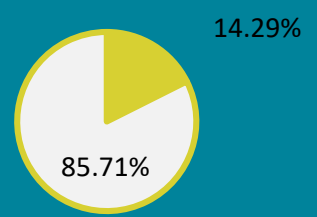
Lower middle



Upper middle



Upper



## UNDERSTANDING OUR DATA

Our business continues to feel the effects of the Covid-19 pandemic, although as the aerospace industry recovers we have seen a levelling out in terms of overall employee numbers; with a small reduction since the 2021 report. While there has been a decrease, it is slight in comparison to the significant change in we saw in 2020 that caused our mean gender pay gap to rise by 2.5% following a workforce restructure. Positively for us, the gap once again is shortening with a reduction of 0.28% leaving us at 4.3%. While this is 2.1% higher than we were the year before the pandemic, we are back trending in the right direction. In context we are still significantly below the 9.8% of several years ago. We have seen an increase in the median pay gap which rose 2.38%. Reducing the median pay gap remains an area of focus for us following an increase last year.

We still hover around the 18% mark overall in terms of females in the overall workforce population, however one particular positive step for us is the increase in gender balance within our executive team which now stands at 33% women at executive level.

Bonus payments have lowered across both female and male colleagues and are largely even at 8.82% (female) and 8.98% (male) of the populations receiving a bonus respectively. We are also focussing on the Gender Pension Gap with actions to reduce this across our business.



Our people strategy that launched in 2021 has put a real focus on fostering the conditions for diversity in our workforce and as part of that strategy we continue to invest in ways we can increase the number of women within our business. This includes upskilling people leaders in Equality, Diversity and Inclusion – 84% of our management population have gone through this training. In 2022 we also enrolled 22 female colleagues in Institute of Leadership & Management (ILM) Level 2 leadership programme, helping develop them in their current roles and for stepping into leadership positions.

We have also implemented a hybrid working post-pandemic for roles that can, giving people more flexibility and choice in how and where they work. In this report last year we said we would work toward raising the profile of issues that effect women to help educate our leadership population, so this year we have launched both menopause awareness and guidance for people leaders, and held events for International Women's Day to help raise awareness of these issues and how managers can support.

This was complimented by a Group wide Diversity and inclusion survey to establish a baseline across Safran businesses and where we can improve further. The results of which we will use to help drive further positive change in 2023 and beyond, such as the impending launch of our UK D&I Roadmap with a number of key projects between now and 2025 to help us foster the conditions for a diverse workforce.

Sarah Curtis – VP Human Resources, Safran Seats GB and UK HR Country Coordinator