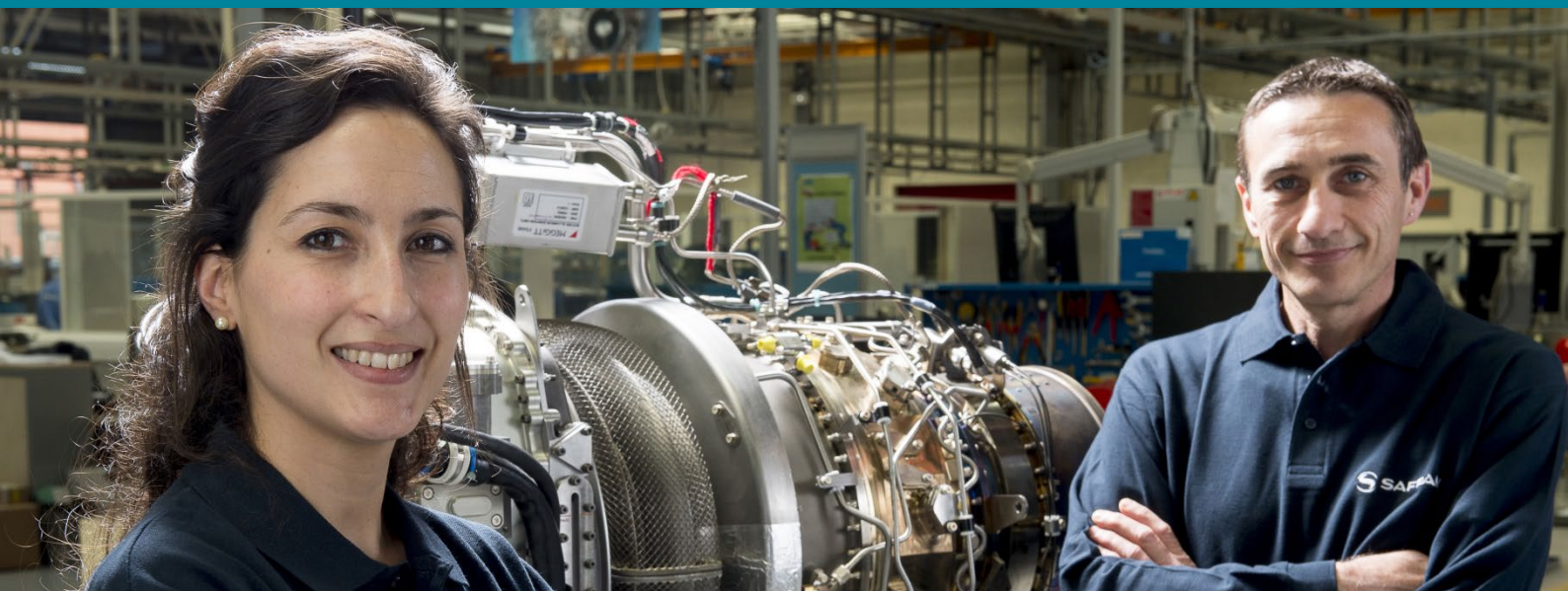


# GENDER PAY GAP

## REPORT 2023



### 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 the snapshot date of 5 April 2022.

A negative figure indicates a higher percentage paid to women.

	Mean	Median
<b>PAY GAP</b>	6.80 %	9.51%
<b>BONUS GAP</b>	9.03 %	5.33 %

### 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 2023 gender pay gap reporting we reviewed pay data for 353 in scope employees (76 women and 277 men).

For our bonus gap reporting, 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).

Our data reflects that we employ a significantly higher proportion of men than women across the majority of functions within the business.

In 2022 our Woman@Safran group meet on a regular basis and are proactively working on a number of projects to engage female employees in driving culture and systemic change.

As part of our Gender Diversity roadmap during 2022 we have worked with our female STEM Ambassadors to develop a STEM programme delivered at a local primary with the aim of promoting STEM careers to early years students.

We actively support the Safran Group People Fundamentals and in 2023 will continue to encourage more women into our technical roles for the future and to support them to fulfil their career aspirations, via a number of initiatives including reviewing our transition to return to work processes following family leave and reviewing options around flexibility in working patterns.

Ellen Bigmore – Head of HR