

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

# GENDER PAY GAP REPORT 2023



Safran Group are convinced that a diversity and inclusion 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.

**839** Permanent Employees at Safran Seats GB



18.8%



81.2%



## 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 2023**.

	Mean	Mean variance (since last report)	Median	Median variance (since last report)
<b>PAY GAP</b>	3.7%	-0.56%	14%	1.33%
<b>BONUS GAP</b>	-128.8%	-67.86%	-22.5%	11.12%

## PROPORTION OF COLLEAGUES RECEIVING BONUS

10.2%



12.9%

Up 1.37% for female colleagues vs 2022

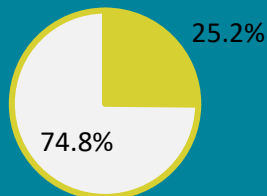
Up 3.92% for male colleagues vs 2022

## GENDER DISTRIBUTION IN EACH PAY QUARTILE

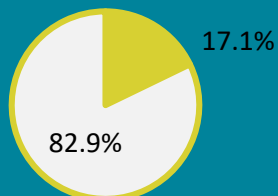
■ Female

■ Male

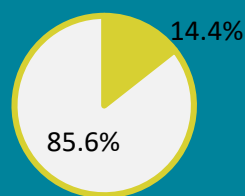
Lower



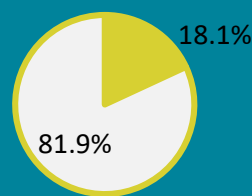
Lower middle



Upper middle



Upper



## UNDERSTANDING OUR DATA

Our 2023 gender pay gap performance showed a decrease in the mean variance of 0.56% but an increase in the median gap of 1.22%. The mean gap has now decreased from 9.84% to 3.7% since 2019, demonstrating significant progress made over this period with an overall reduction of 6.14%. However given the median increase, it demonstrates the need for increased gender balance across the business. This is also reflected in the bonus gap.

While we see these as positive steps, we still have room to improve and it highlights the need for continued effort. We are actively addressing the gap and gender balance through several initiatives:

**Enhancing Inclusion and Diversity (I&D):** The upcoming UK I&D roadmap (2024) will introduce new initiatives to promote a more inclusive workplace. These include revised recruitment practices, diversity training, and raising awareness of the challenges faced by women.

**Building a diverse talent pipeline:** We are increasing female representation in engineering through local STEM activities, collaborating with educational institutions, and promoting relevant opportunities. We often find the challenge is a lack of female applicants in some of the technical disciplines required by our business, so our strategy is to approach this from an early age to help increase female applicant levels in the long term by presenting engineering as a sector for everyone.

**Empowering women through internal support networks:** The 2023 launch of the "Women@Safran" network fosters an environment for improving workplace conditions and facilitating success for women within the business.

**Prioritising diversity and inclusion:** Our core value of "Ensuring Diversity and Inclusion" remains central to our people strategy. We are committed to implementing initiatives that address gender balance and the pay gap.

We believe the combination of these efforts will create a more equitable and diverse workforce, ultimately benefitting both our employees and our business.

Sarah Curtis – VP Human Resources

