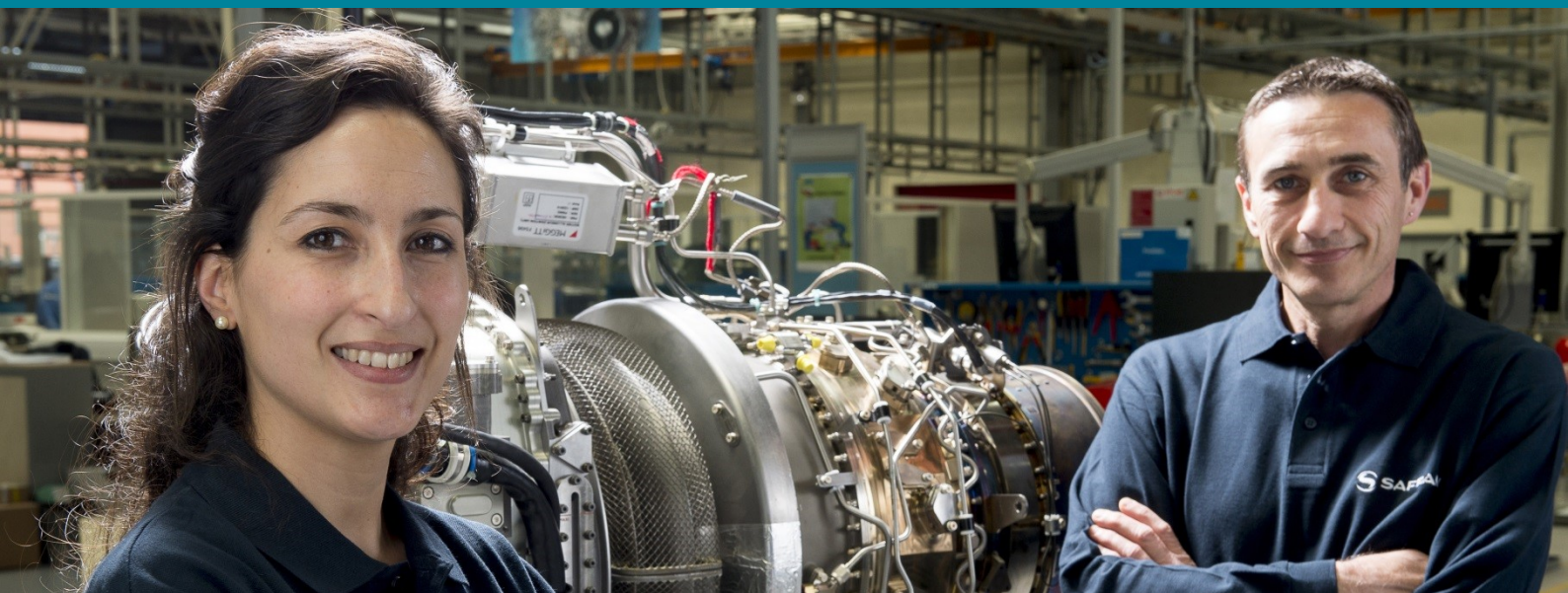


GENDER PAY GAP REPORT 2020

SAFRAN NACELLES LTD



PAY & BONUS GAP

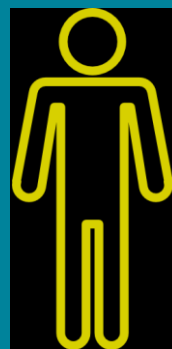
The pay gap and bonus gap table shows the mean and median differences in hourly pay and bonus paid to males and females in the year up to and including 5 April 2020.

A negative figure indicates a higher percentage paid to women.

	Mean	Median
PAY GAP	-1.17%	-1.09%
BONUS GAP	-50.02%	0%

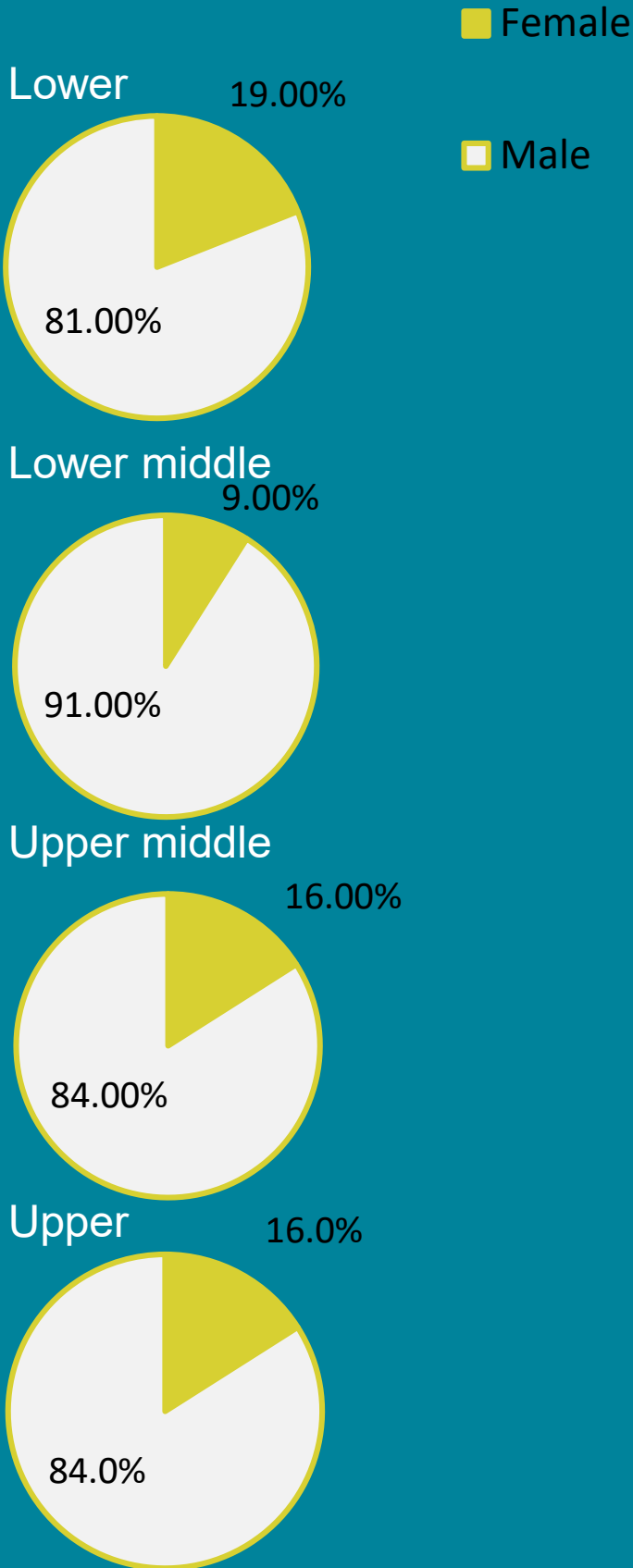
PROPORTION OF COLLEAGUES RECEIVING BONUS

98%



98%

GENDER DISTRIBUTION IN EACH PAY QUARTILE



UNDERSTANDING OUR DATA



Safran Nacelles is responsible for the design, development and manufacture of nacelles for a wide range of aircraft – from business jets to large commercial aircraft.

Currently we have a higher percentage of female employees who occupy more senior roles at a higher salary. As a result, our overall gender pay gap is minus 1.17%, which demonstrates that our female colleagues receive, on average, a higher hourly rate of pay.

Our Bonus Pay Gap shows that on average, females received 50.02% more than males in the year leading up to 05 April 2020. Our workforce consists of 15% females and 85% males. As a result, the average bonus for males was heavily influenced by the companies Gainshare scheme which is a flat rate payment.

All employees were eligible for a bonus payment, only new starters engaged between January - April 2020 did not qualify for a bonus payment.

Kathryn Starr – HR Director