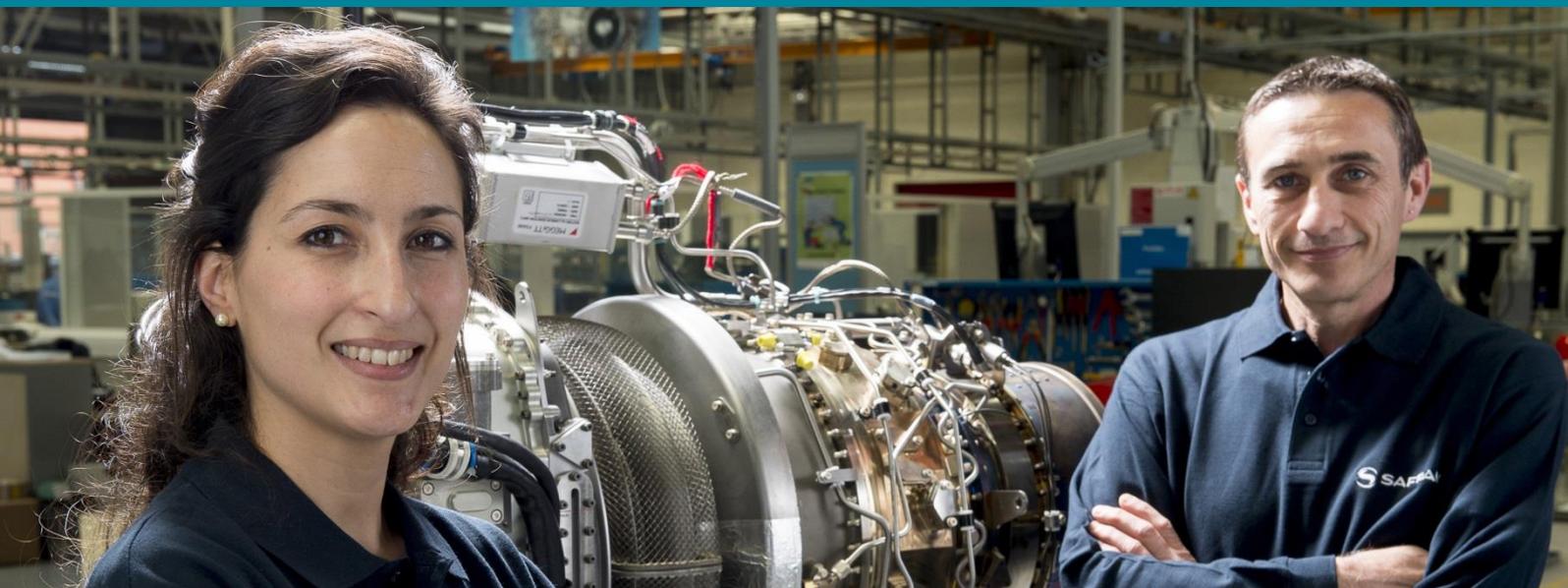


# GENDER PAY GAP

## REPORT 2022



### 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 2021.

A negative figure indicates a higher percentage paid to women.

	Mean	Median
<b>PAY GAP</b>	6.2 %	4.5 %
<b>BONUS GAP</b>	- 218.8 %	- 0.1 %

### 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 2022 gender pay gap reporting we reviewed pay data for 358 in scope employees (71 women and 287 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). The Bonus Gap reflects that within the proportion of female employees receiving a bonus there is comparatively a greater proportion of this group receiving a higher % payment due to their role, grade & level.

Our data reflects that we employ a significantly higher proportion of men than women across the majority of functions within the business. This continues to drive our focus to create greater gender balance within the workforce, and is one of the reasons for the development of our Gender Diversity Roadmap.

In 2021 we started developing our programme for gender diversity including the launch of a women's networking group (Women@Safran) which provides a platform to engage female employees in driving culture and systemic change.

We actively support the Safran Group People Fundamentals and will continue our work in 2022 to encourage more women into our technical roles for the future, and we welcome applications from women for our technical roles.

Ellen Bigmore – Head of HR