

GENDER PAY GAP REPORT 2021

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 2021.

A negative figure indicates a higher percentage paid to women.

	Mean	Median
PAY GAP	-7.17%	-6.19%
BONUS GAP	-25.74%	0%

PROPORTION OF COLLEAGUES RECEIVING BONUS



GENDER DISTRIBUTION IN EACH PAY QUARTILE



UNDERSTANDING OUR DATA



Safran Nacelles is responsible for the industrialisation 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 7.17%, which demonstrates that our female colleagues received, on average, a higher hourly rate of pay during this reporting period.

Our Bonus Pay Gap shows that on average, females received 25.74% more than males in the year leading up to 05 April 2021. Our workforce consists of 13.5% females and 86.5% males.

This year the business was unable to reward all employees a one off bonus, primarily due to the economic challenges in the business and shortfall in commercial results due to the global pandemic. However, a number of individuals received a one off bonus for their contribution in this particular year.

Adam Patterson – Interim HR Director