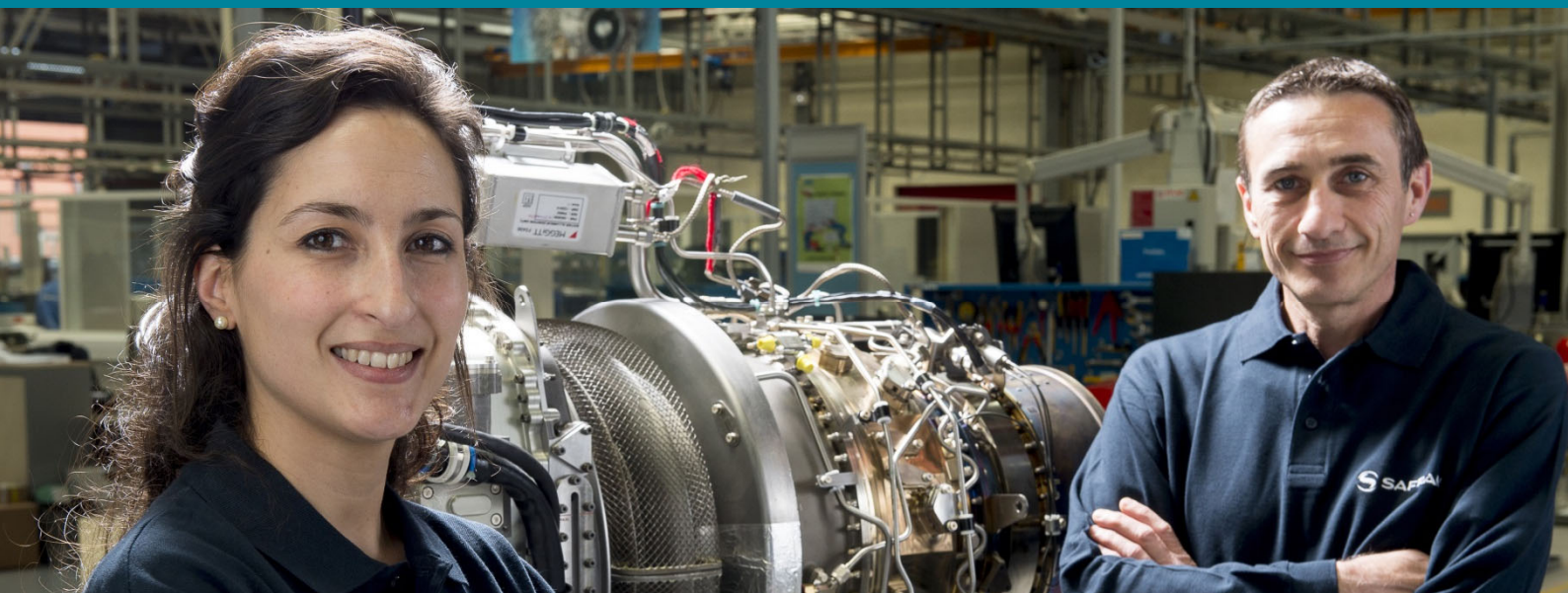


GENDER PAY GAP

REPORT 2022



PAY & BONUS GAP

	Mean	Median
PAY GAP	4.44%	13.79%
BONUS GAP	-10.43%	0.00%

PROPORTION OF COLLEAGUES RECEIVING BONUS



GENDER DISTRIBUTION IN EACH PAY QUARTILE



UNDERSTANDING OUR DATA



Safran Landing Systems Services is dedicated to Maintenance, Repair and Overhaul (MRO) of both landing gears and associated components for civil, military and helicopter aircraft.

For our gender pay gap reporting we reviewed 181 FTE employees (15 women and 166 men). We furloughed 49 employees, they have not been included in the calculation in line with government guidance.

Closer analysis of this shows that our gender pay gap is driven by the structure of our workforce. More women than men are employed in our non technical roles

For our bonus gap reporting we reviewed 13 employees (3 women, 10 men). Due to the significant impact of Covid on our business only a small population received a payment.

Safran Landing Systems Services encourages the recruitment of all genders into our business and although data reflects that we employ a significantly higher proportion of men than women, we strive to encourage more women into technical roles by continuing to promote our flexible working policies and visiting local schools to educate all genders on the career pathways that we can offer.

Christina Blake – HR Director