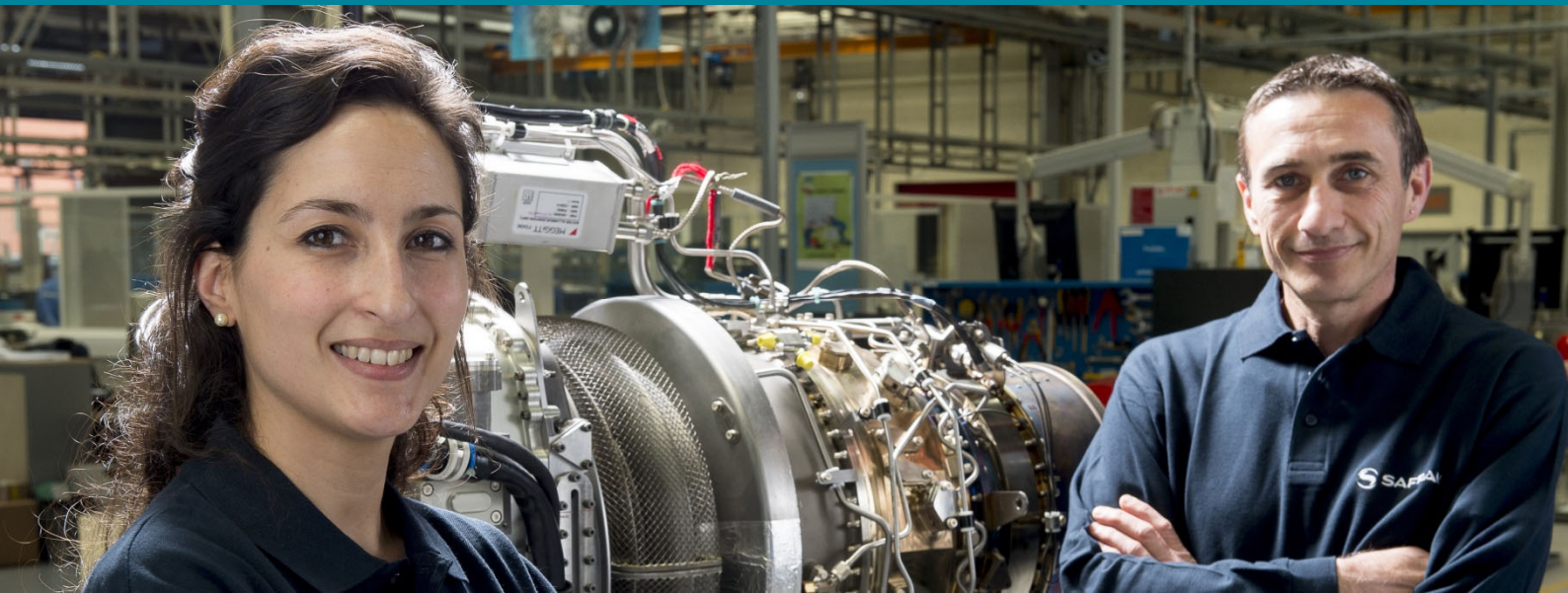


GENDER PAY GAP

REPORT 2021



PAY & BONUS GAP

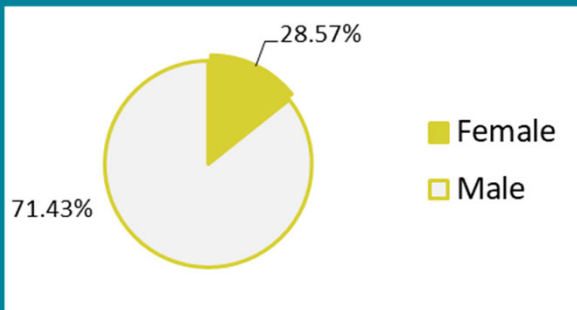
	Mean	Median
PAY GAP	13.98%	16.67 %
BONUS GAP	9.64%	0.00%

PROPORTION OF COLLEAGUES RECEIVING BONUS

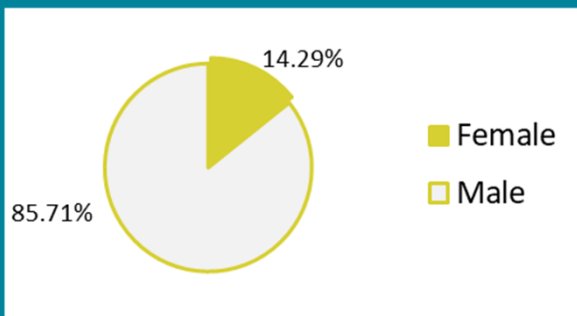


GENDER DISTRIBUTION IN EACH PAY QUARTILE

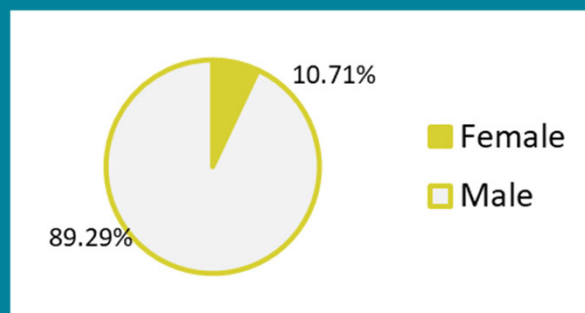
Lower



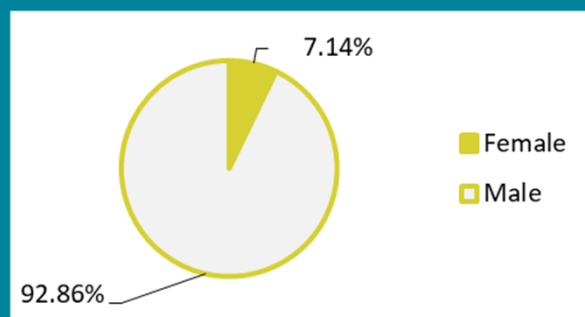
Lower middle



Upper middle



Upper



UNDERSTANDING OUR DATA



Safran Landing Systems UK Limited designs, manufactures and supports aircraft landing gear systems for civil and military aircraft.

For our gender pay gap reporting we reviewed 112 employees (17 females and 95 males). We furloughed 671 employees, they have not been included in the calculation in line with government guidance.

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

For our bonus gap reporting we reviewed 882 employees (112 women and 770 men).

Due to the significant impact of Covid on our business our bonus payment was significantly lower than in previous years.

Safran Landing Systems encourages employees of all genders to develop and maximise their potential in the workplace. Our data does reflect that we employ a significantly higher proportion of men than women. We actively support the Safran Group initiative to encourage more women into our technical roles for the future, including supporting the “Women in Aviation and Aerospace Charter.”

Rachel McGlothlen – HR Director