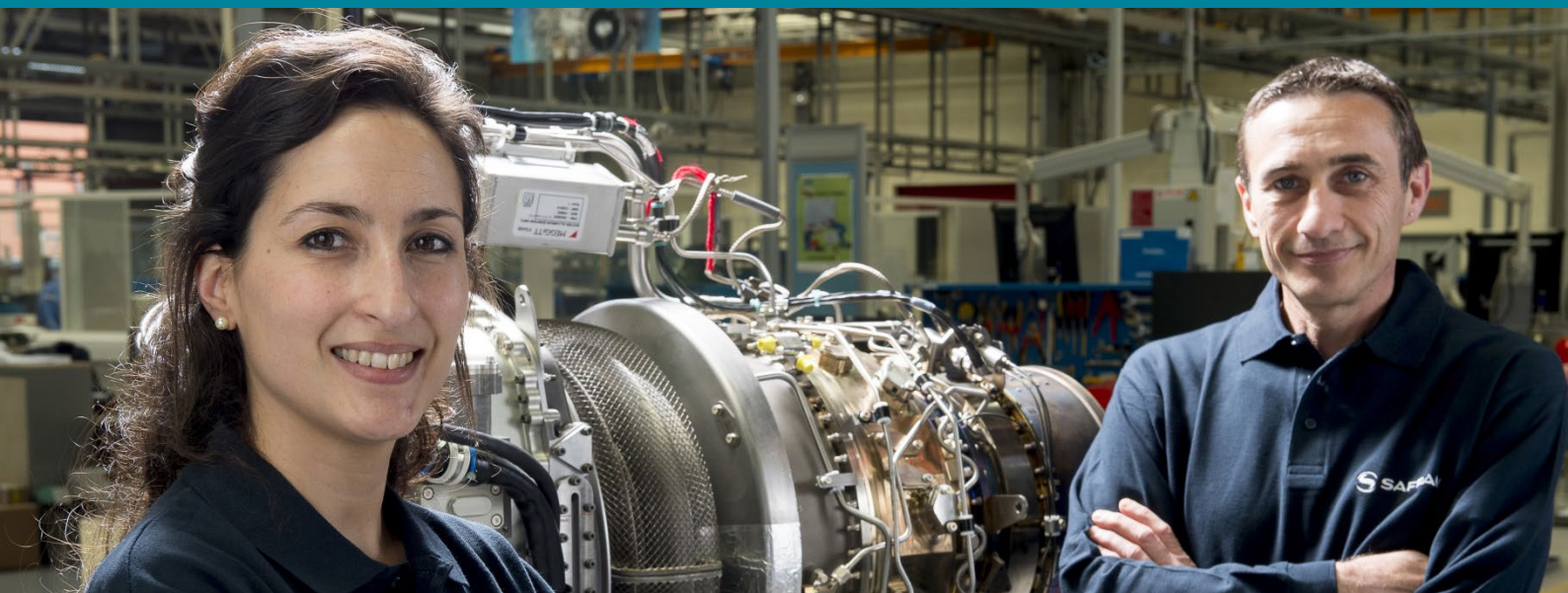


GENDER PAY GAP

REPORT 2024



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 2023.

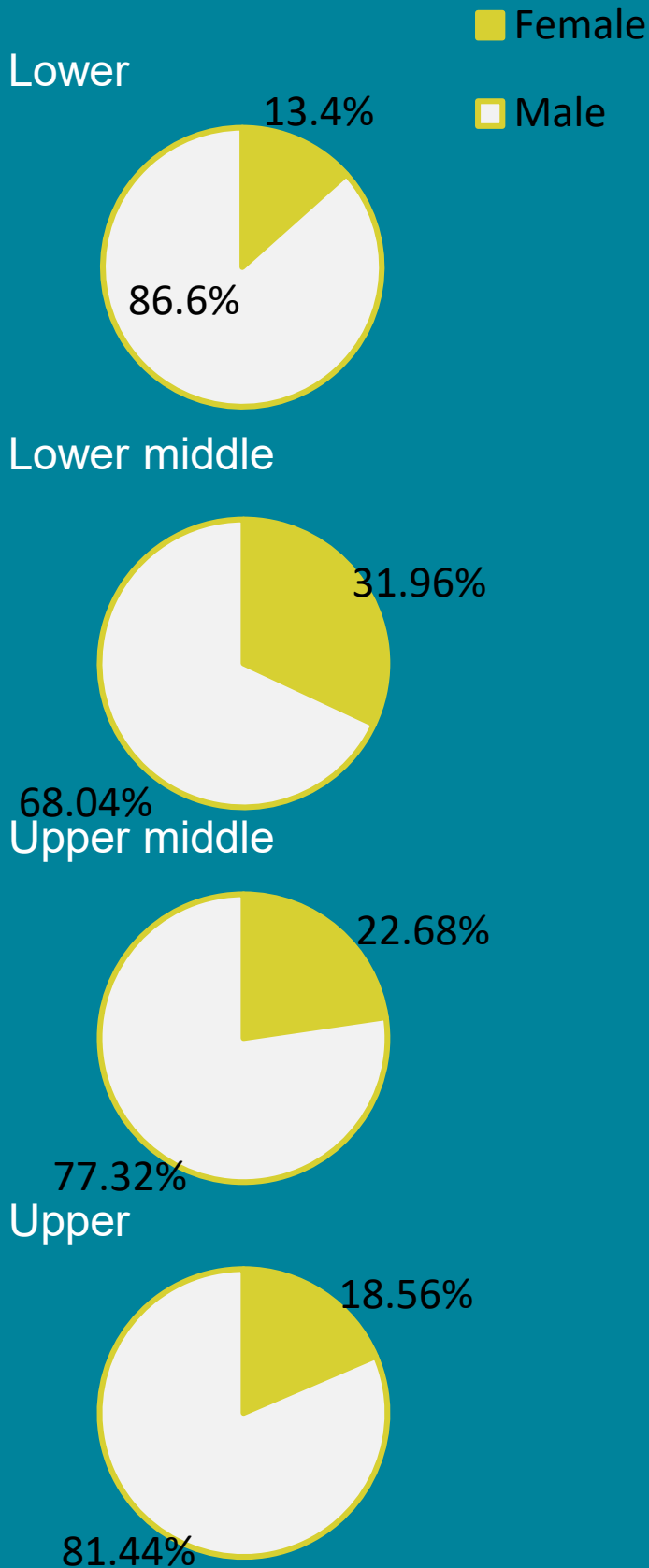
A negative figure indicates a higher percentage paid to women.

	Mean	Median
PAY GAP	2.01 %	5.56 %
BONUS GAP	1.75 %	8.35 %

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 2024 gender pay gap reporting we reviewed pay data for 399 in scope employees (88 women and 311 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, start date within the year).

Our data reflects that we employ a significantly higher proportion of men than women across the majority of functions within the business, particularly in our manufacturing teams. 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 Actions.

Our Gender Pay Gap has reduced since 2022 however we recognise there is still further progress to be made and in 2024 we will review and analyse our data further at a functional level to identify any underlying trends we need to address.

As part of our Gender Diversity Roadmap, in 2023 our female STEM Ambassadors delivered a STEM program of interactive workshops at a local primary school with the aim of promoting female role models fulfilling STEM careers to early years students.

We actively support the Safran Group Diversity & Inclusion strategy and in 2024 will continue to promote awareness of our career opportunities and our benefits framework encourage more women into our technical roles. We will also continue to support our female employees to fulfil their career aspirations, via a number of initiatives including reviewing our transition to return to work processes following family leave and reviewing options around flexibility in working patterns.

Ellen Bigmore – Head of HR