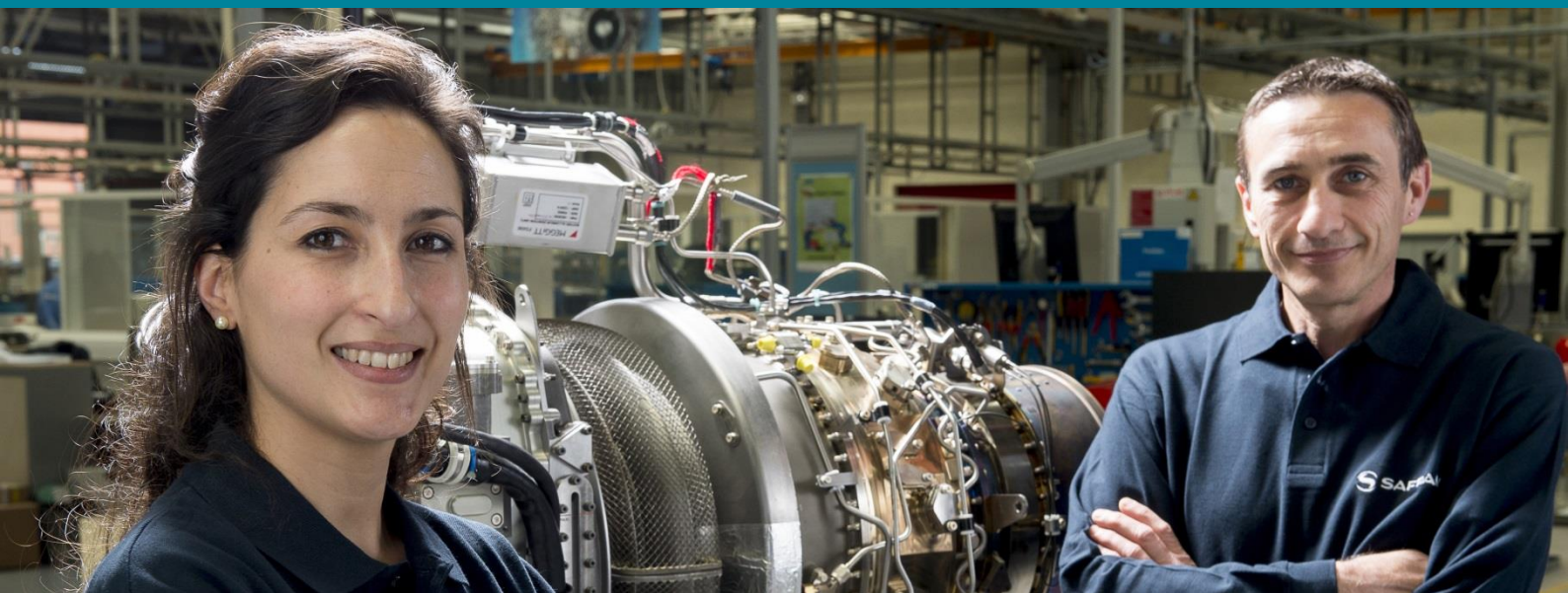


# GENDER PAY GAP

## REPORT 2024



### PAY & BONUS GAP

	Mean	Median
<b>PAY GAP</b>	0.43%	8.12%
<b>BONUS GAP</b>	-36.54%	0.00%

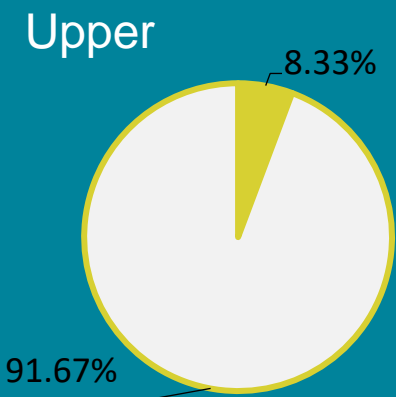
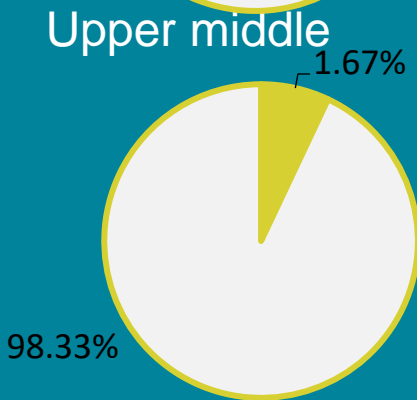
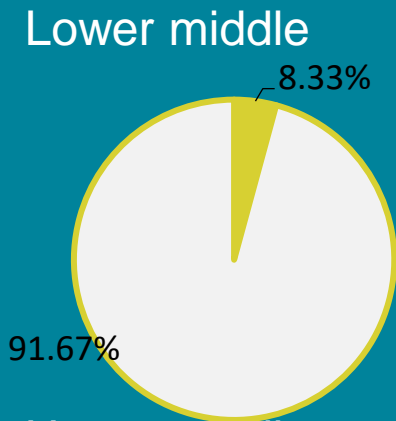
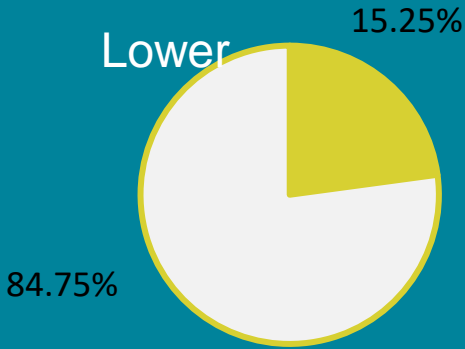
### PROPORTION OF COLLEAGUES RECEIVING BONUS



# GENDER DISTRIBUTION IN EACH PAY QUARTILE

■ Female

■ Male



## 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 aircraft.

For our gender pay gap reporting we reviewed 239 FTE employees (20 women and 219 men). Closer analysis 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 269 employees (22 women, 247 men). Analysis of our bonus shows that one of our female employees received a higher bonus than our males.

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, visiting local schools to educate all genders on the career pathways that we can offer, as well as involvement in ED&I initiatives (including being a member of and supporting Women in Engineering (WES))

Jill Brooks – Acting HR Director