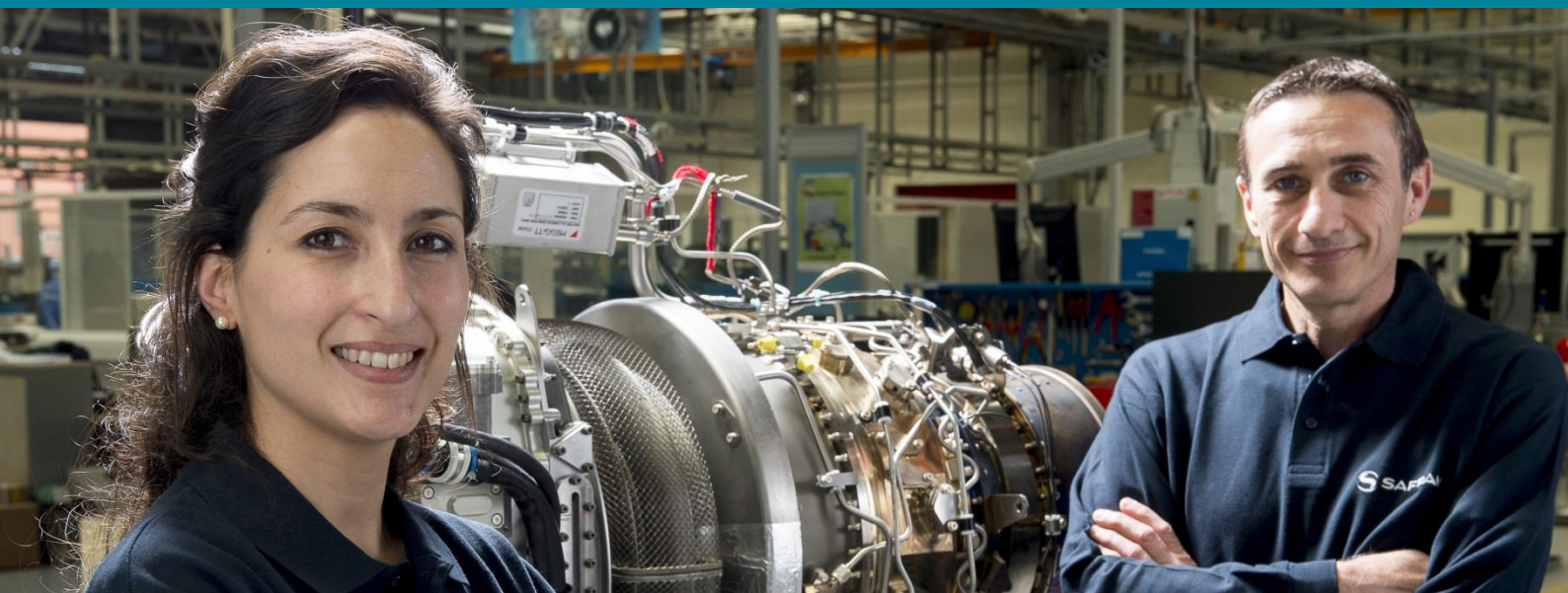


GENDER PAY GAP

REPORT 2018



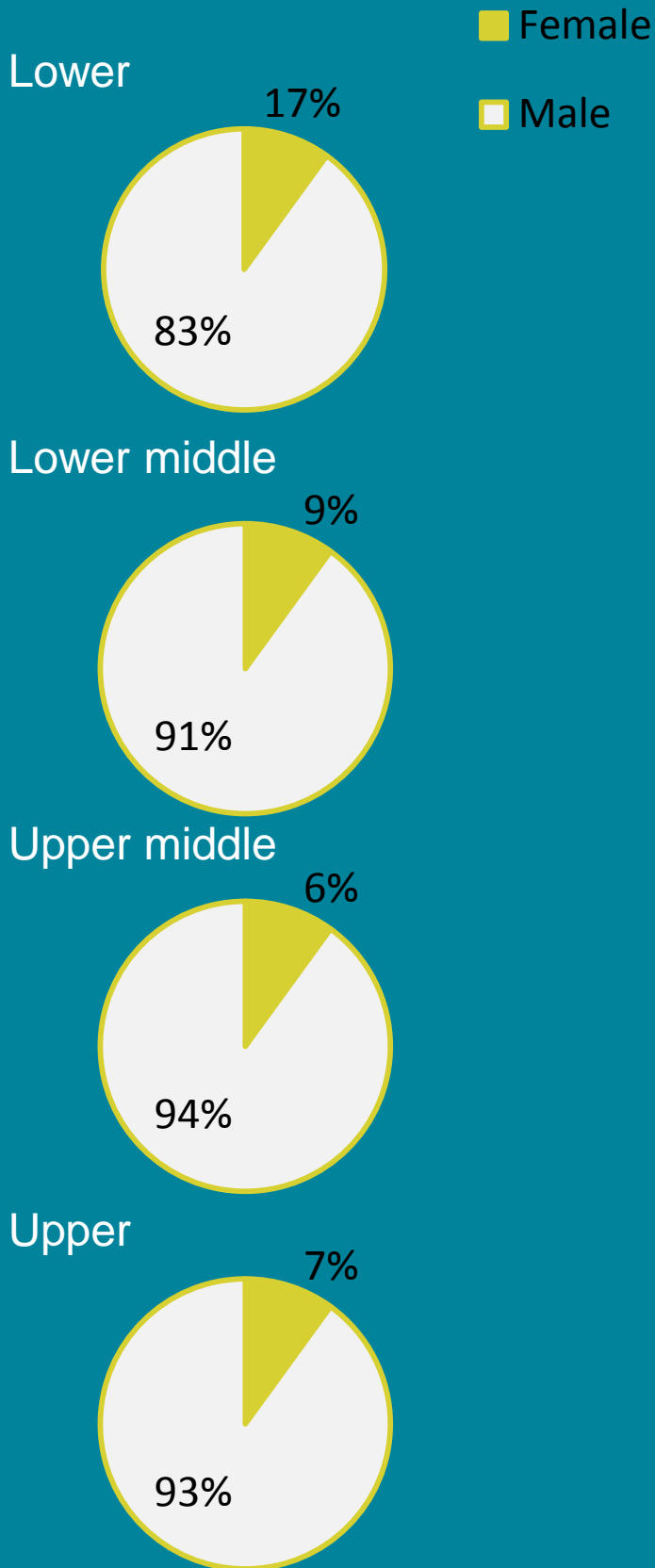
PAY & BONUS GAP

	Mean	Median
PAY GAP	8.6 %	9.5 %
BONUS GAP	25%	0 %

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 265 employees (26 women and 239 men).

Our mean gender pay gap of 8.6% compares favourably to the national mean of 17.1%. We have reduced our gender pay gap from 13.24% in 2017 to 8.6% in 2018. Closer analysis of this shows that our gender pay gap is influenced by the make-up of more our workforce in that more men are employed in our technical roles.

For our bonus gap reporting we reviewed 245 employees (25 women and 220 men). Our bonus pay reporting indicates that there are no difference between the genders.

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

Christina Blake – HR Manager