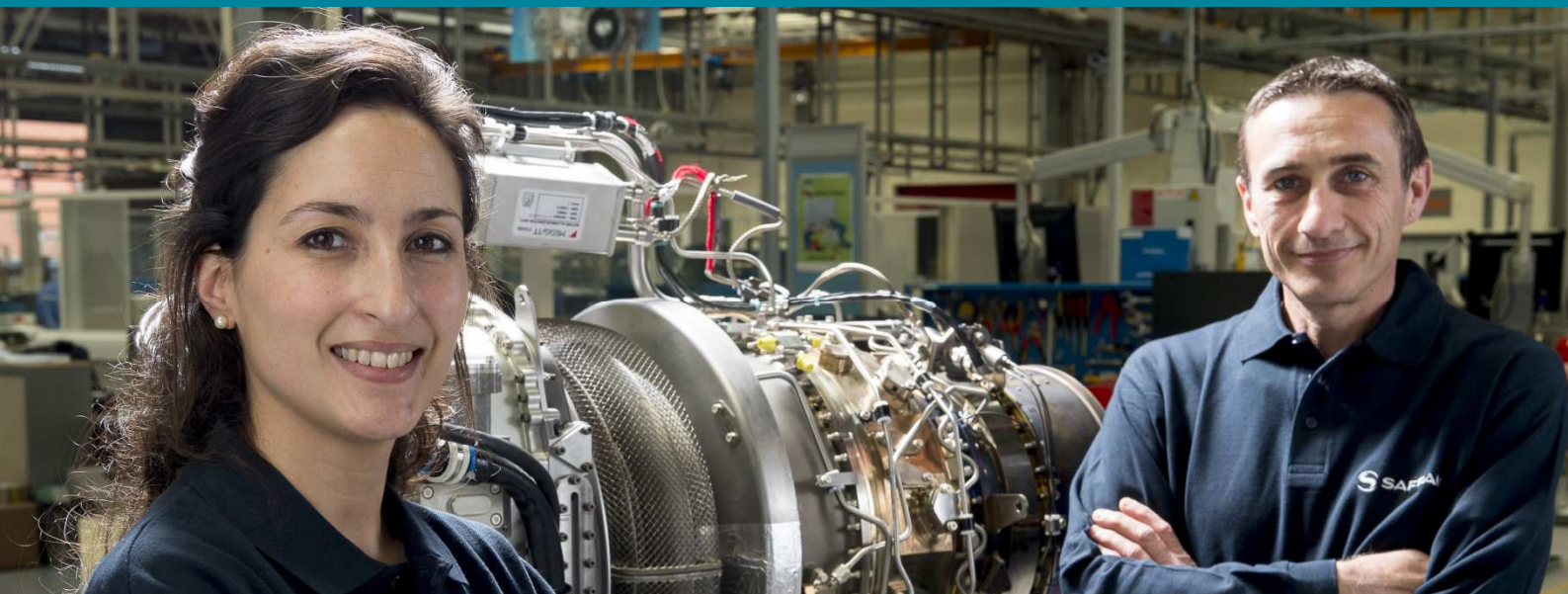


GENDER PAY GAP

REPORT 2020



PAY & BONUS GAP

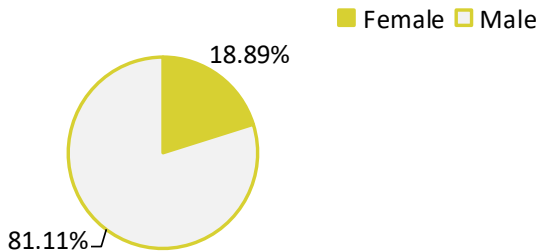
	Mean	Median
PAY GAP	11.23%	11.76 %
BONUS GAP	10.45%	0.00%

PROPORTION OF COLLEAGUES RECEIVING BONUS



GENDER DISTRIBUTION IN EACH PAY QUARTILE

Lower



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 871 employees (104 women and 767 men).

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.

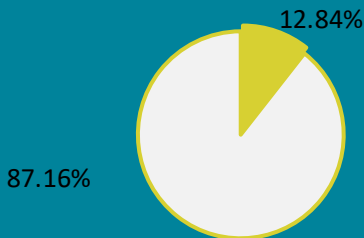
For our bonus gap reporting we reviewed 871 employees (104 women and 797 men).

Our bonus payment was higher this year for both men and women. It also takes into account that we employ a higher proportion of men to women in our senior roles

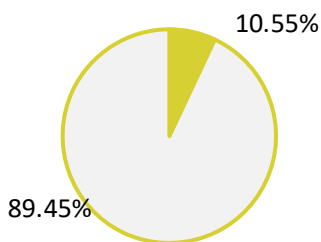
Safran Landing Systems encourages employees of all genders to develop and maximise their potential in the workplace. Our data does reflect that we employ a significantly higher proportion of men than women. We actively support the Safran Group initiative to encourage more women into our technical roles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

Rachel McGlothlen – HR Director

Lower middle



Upper middle



Upper

