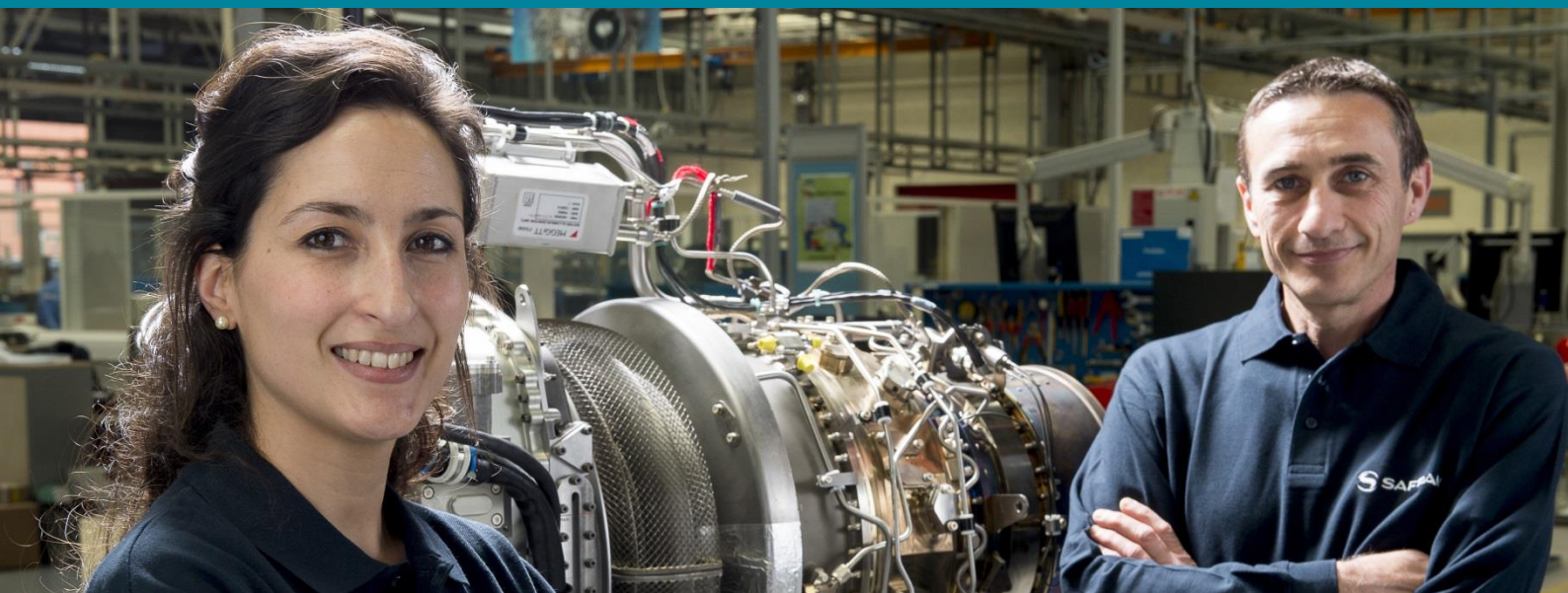


GENDER PAY GAP

REPORT 2018



PAY & BONUS GAP

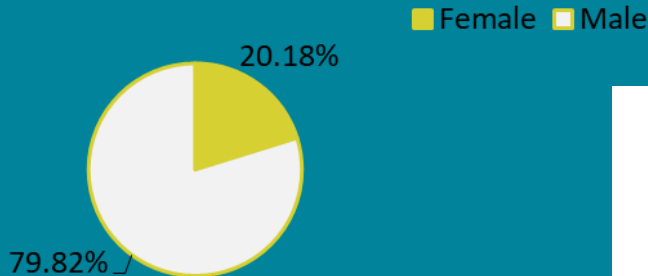
	Mean	Median
PAY GAP	11.23%	13.97 %
BONUS GAP	7.73%	0.00%

PROPORTION OF COLLEAGUES RECEIVING BONUS

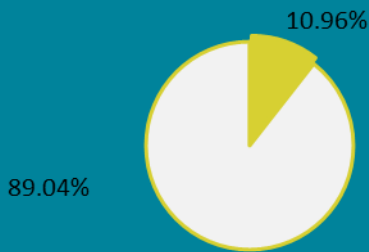


GENDER DISTRIBUTION IN EACH PAY QUARTILE

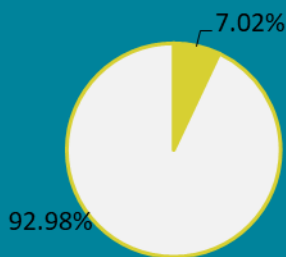
Lower



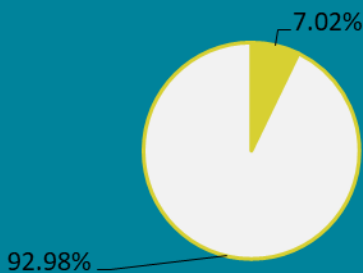
Lower middle



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 912 employees (103 women and 809 men).

Our mean gender pay gap compares favourably with the national mean. 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 896 employees (99 women and 797 men).

Our bonus pay reporting indicates a gap this year of 7.73% (mean average). Analysis indicates that we have more men in our most senior management roles than last year, and that female employees performed less favourably in 2018 than men on individual performance related elements of bonus, compared to last year. However there is no gender gap if you consider the median.

Safran Landing Systems encourages employees of all genders to develop and maximise their potential in the workplace. We actively support the Safran Group initiative to encourage more women into our technical and senior roles for the future, including active involvement in Women Engineering Society (WES). We welcome applications from women for our technical and senior management roles.

Rachel McGlothlen – HR Director