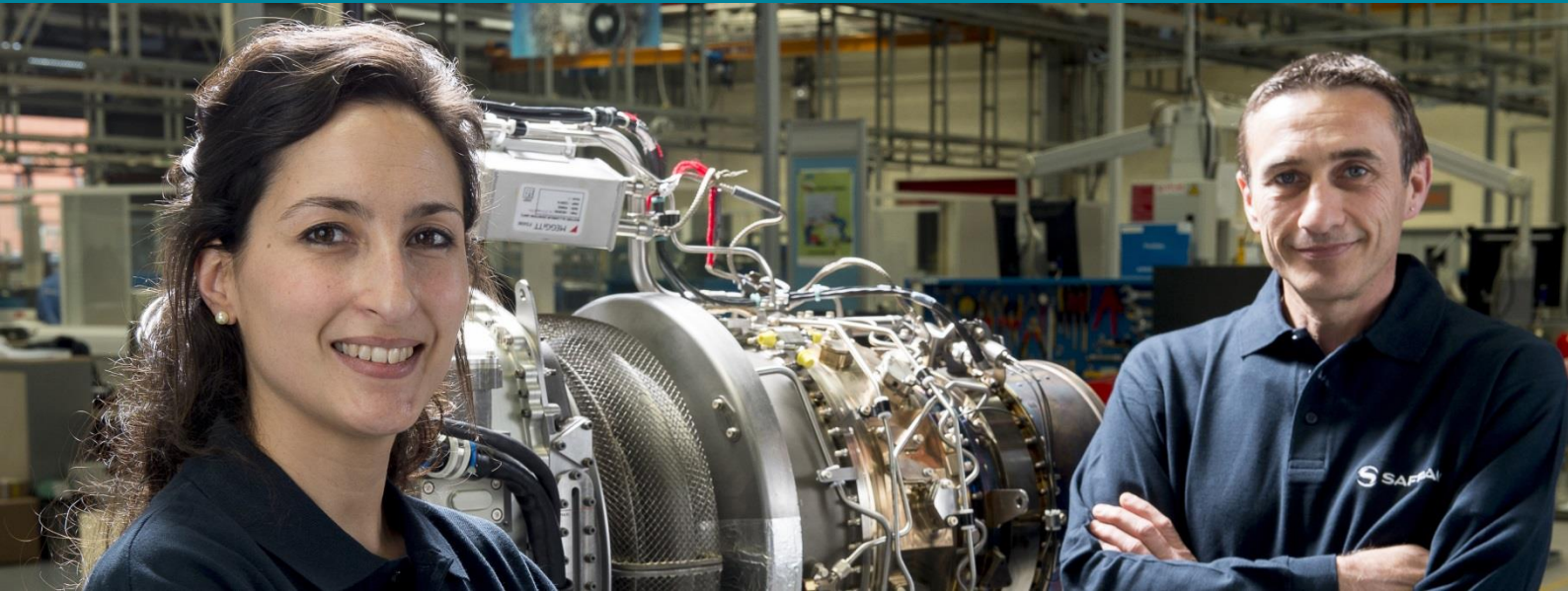


GENDER PAY GAP REPORT 2017

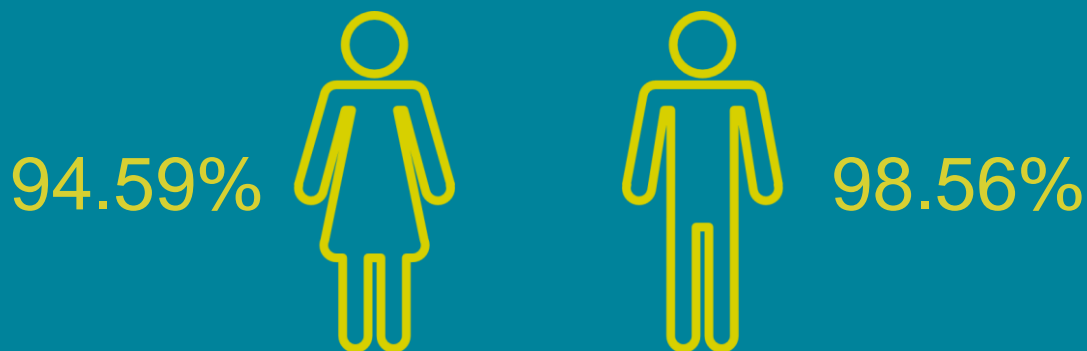
SAFRAN LANDING SYSTEMS UK LTD



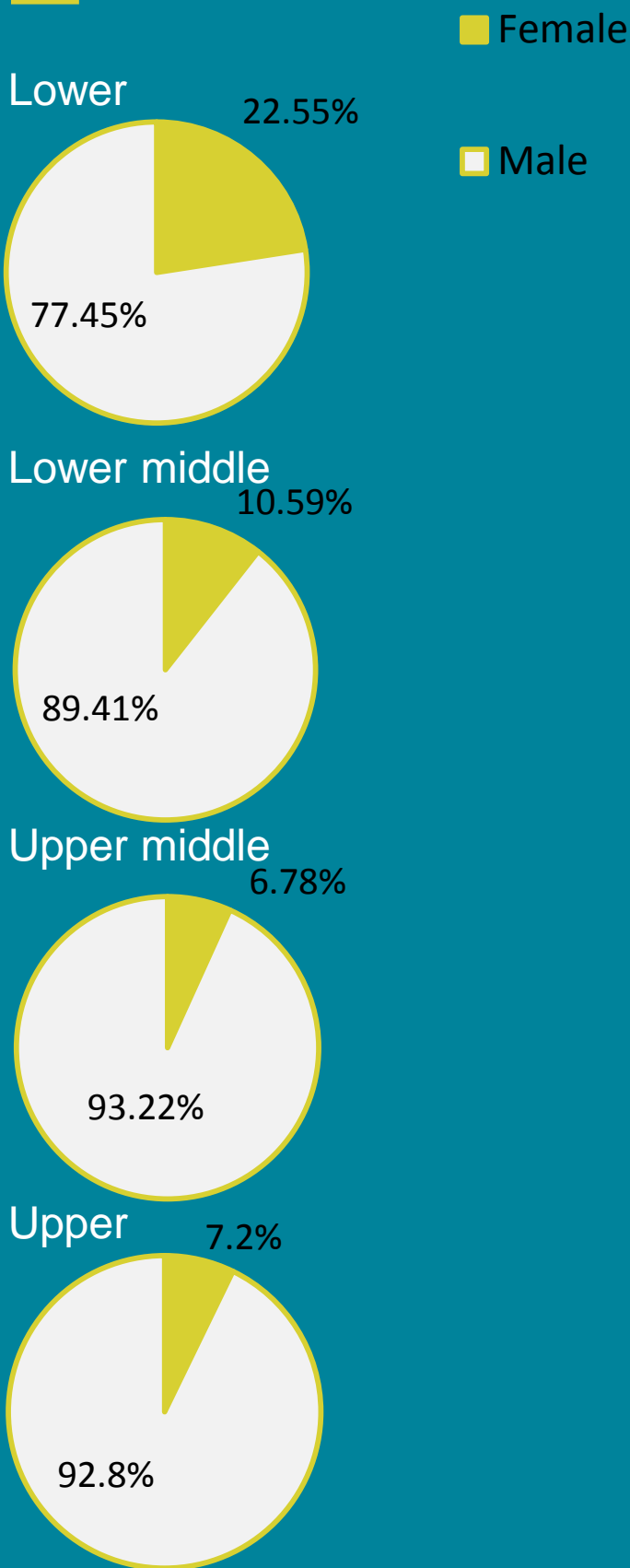
PAY & BONUS GAP

	Mean	Median
PAY GAP	12.29%	16.45%
BONUS GAP	1.09%	0.00%

PROPORTION OF COLLEAGUES RECEIVING BONUS



GENDER DISTRIBUTION IN EACH PAY QUARTILE



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 943 employees (111 women and 832 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 925 employees (105 women and 820 men).

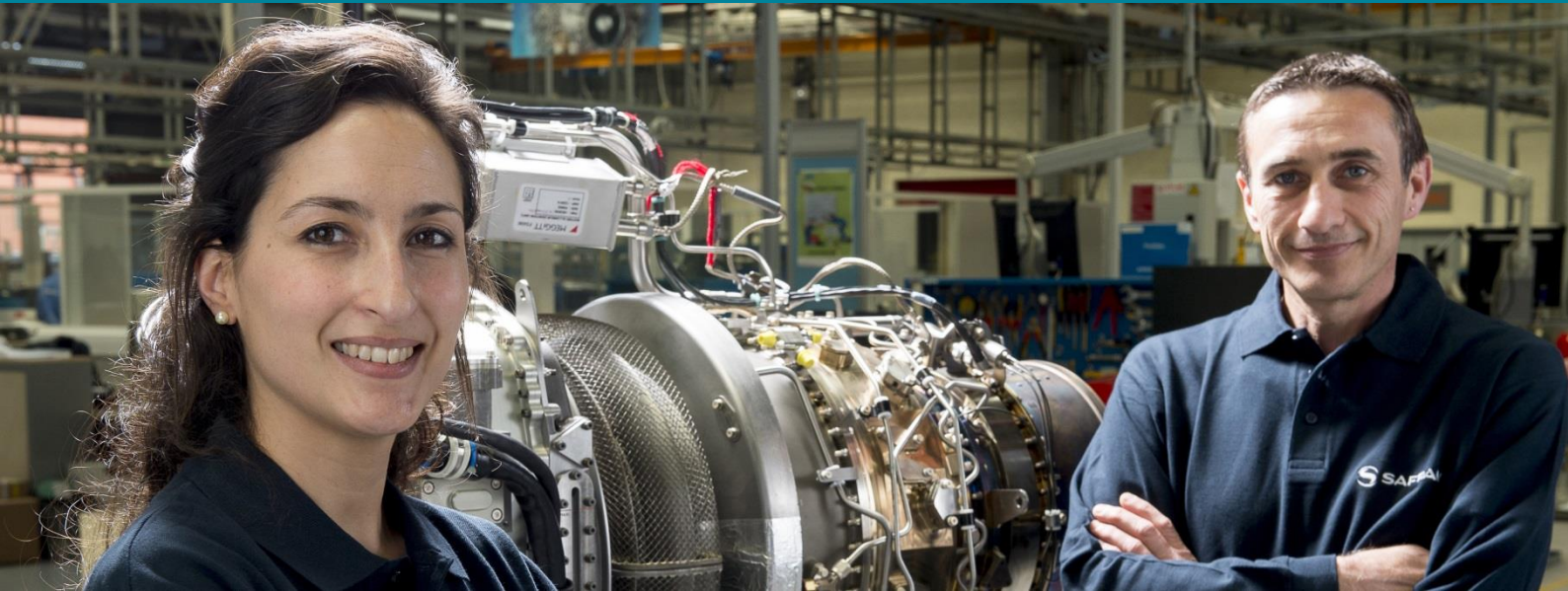
Our bonus pay reporting indicates that there are no significant differences between genders.

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 visiting local schools to talk to the employees of the future. We welcome applications from women for our technical roles.

Rachel McGlothlen – HR Director

GENDER PAY GAP REPORT 2017

SAFRAN LANDING SYSTEMS SERVICES UK LTD



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 including 5 April 2017.

A negative figure indicates a higher percentage paid to women.

	Mean	Median
PAY GAP	13.24%	12.83%
BONUS GAP	25.03%	0%

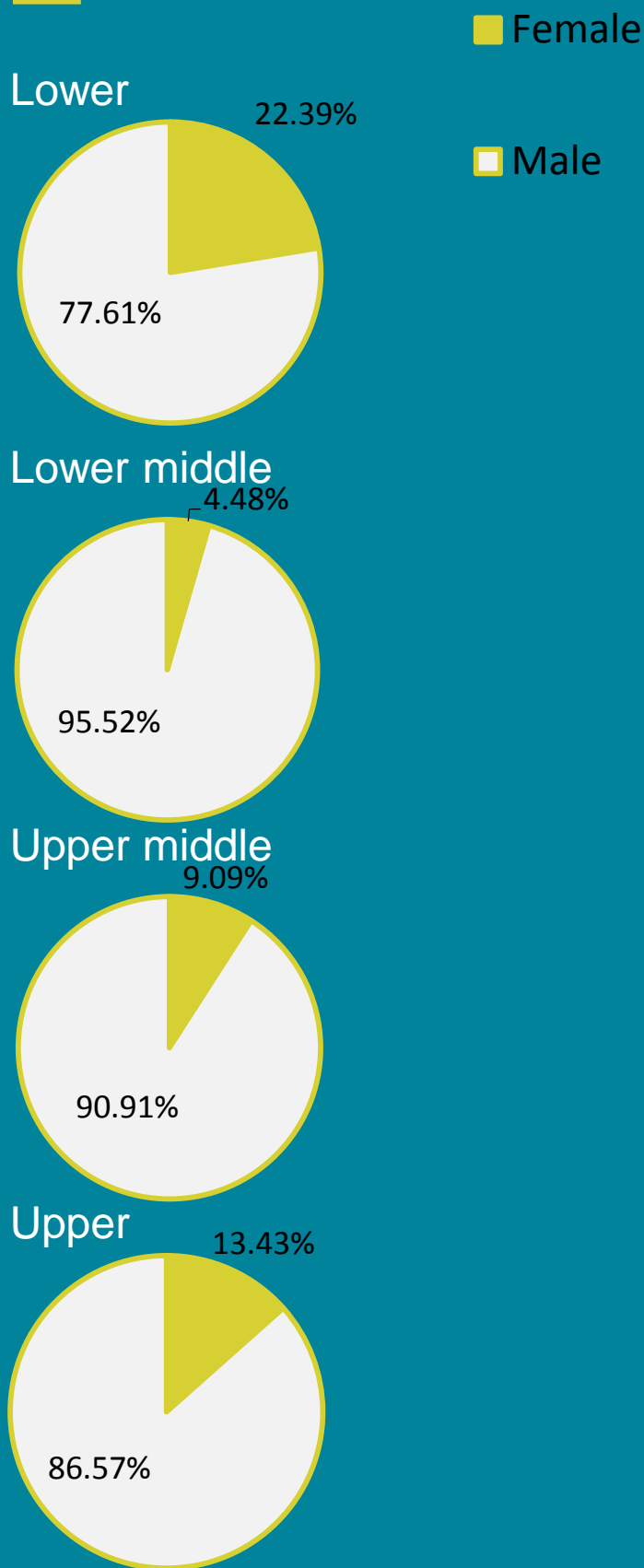
PROPORTION OF COLLEAGUES RECEIVING BONUS

100%



100%

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 263 employees (30 women and 233 men).

Our mean gender pay gap compares favourably with the national mean. Closer analysis of this shows that our gender pay gap is influenced by the make-up of our workforce in that more men are employed in our technical roles.

For our bonus gap reporting we reviewed 263 employees (30 women and 233 men).

Our bonus pay reporting indicates that there are no differences between genders.

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

Christina Blake – HR Manager