

GENDER PAY GAP REPORT 2018

SAFRAN SEATS GB 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 2018.

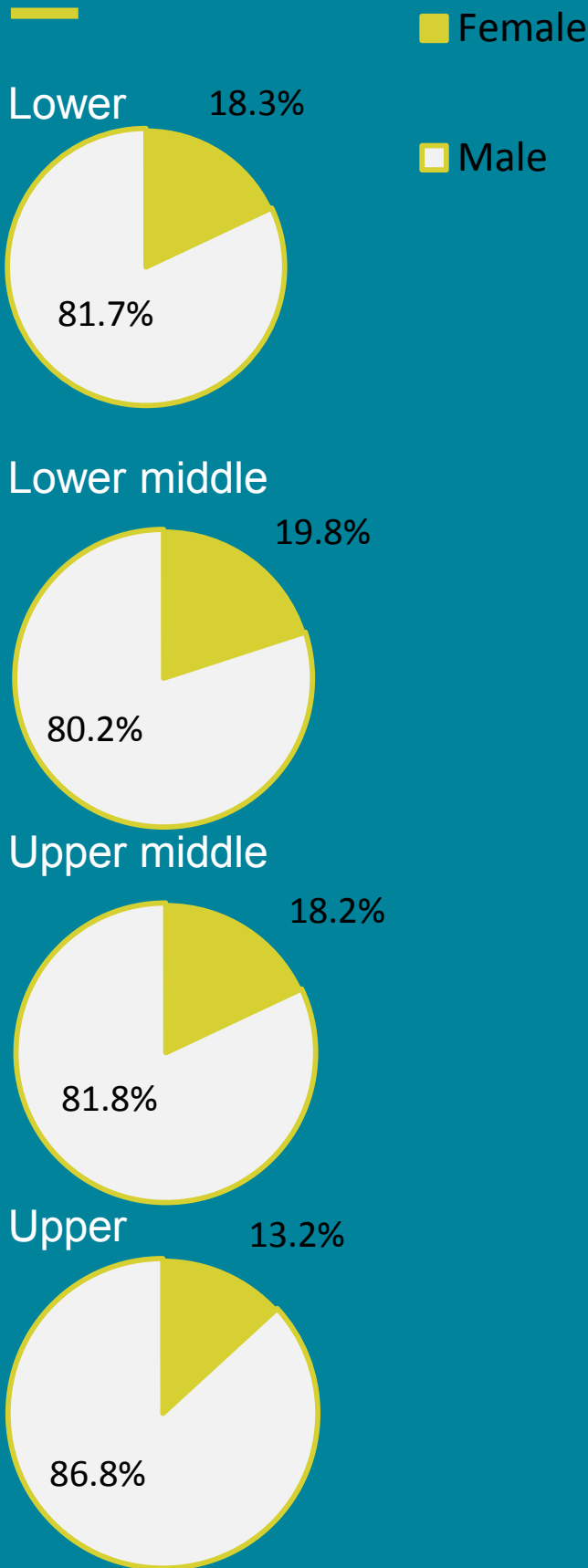
These statistics are based on 1336 permanent employees (Male 83% and Female 17%).

	Mean	Median
PAY GAP	10.4%	5.3%
BONUS GAP	13.3%	0.00%

PROPORTION OF COLLEAGUES RECEIVING BONUS



GENDER DISTRIBUTION IN EACH PAY QUARTILE



UNDERSTANDING OUR DATA



Safran Seats GB designs, manufactures, certifies and assembles innovative, personalised high-end products for First Class and Business Class aircraft cabins. As well as supporting our airline customers throughout the product's lifecycle.

Our results show a positive step in reducing our Gender Pay gap from 7.9% median in 2017 to 5.3%. However on a mean basis we have increased to 10.4% up from 8.6% which is due to the majority of our higher paid roles being typically male dominated.

In the year leading up to the 5 April 2018, the majority of employees received a bonus and therefore our mean Bonus Gender Pay Gap reduced from 26.13% in 2017 to 13.3% in 2018.

In 2019, we have teamed up with Chwarae Teg Wales's leading gender equality charity, with the aim of becoming a FairPlay Employer. This is because we want to be a workplace where everybody is able to achieve their full potential regardless of their gender.

The FairPlay Employer benchmark will support us to deliver gender equality in our business, giving us the benefits of a truly balanced workforce.

Sian Williams – HR Director