

GKN Aerospace Services Limited

UK Gender Pay Gap Report 2023

GKN Aerospace embraces diversity within all areas of its business and recognises the need to treat all employees fairly and equitably in order to create a motivated and high-performing workforce. Accordingly, GKN Aerospace operates an inclusive environment which supports diversity, inclusion and belonging and provides all our employees with the opportunity to develop skills and talents aligned with their own personal objectives while contributing to the future sustainability and success of the business.

Hourly pay difference between men and women contracted in the UK based on data as at 5th April 2023

Mean hourly pay gap	8.9%
Median hourly pay gap	14.7%
UK's National gender pay gap	7.7%
<i>Source: Office of National Statistics 2023</i>	

This analysis is based on the government's designated methodology. Unlike "equal pay", which refers to pay relativities between men and women performing the same or similar work, the gender pay gap reflects the difference in overall average/median pay across a whole organisation, and thus reflects both pay levels across all employees, and the demographic spread of men and women across different levels of the business

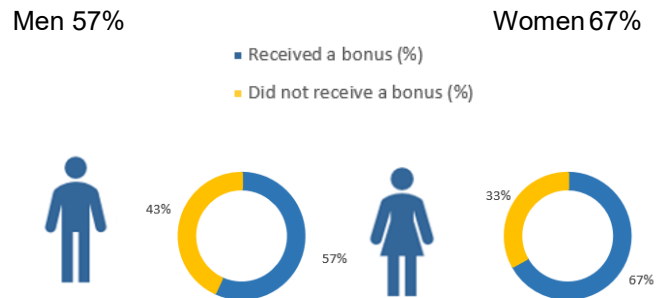
The difference in GKN's hourly pay is largely due to proportionally more men holding operational roles that attract shift premiums. The gap increased this year due to two collective bargaining pay increases being awarded in the same year, which also affects proportionally more men holding operational roles.

Bonus difference between men and women in the twelve months preceding 5th April 2023

	Mean	Median
Bonus gap	-3.4%	-196.1%

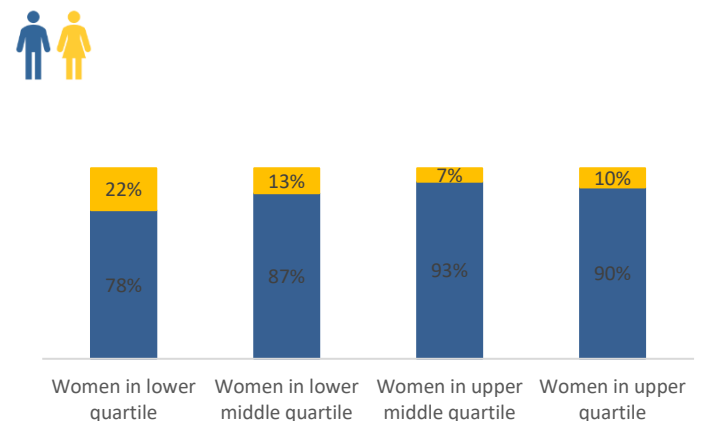
The difference in our bonus gap is due to the higher proportion of men who earn a relatively moderate production bonus compared to the lower proportion of women who earn higher individual bonuses.

Proportion of employees receiving bonuses



Pay quartiles

The charts below show the gender distribution of calculated hourly pay across four equally-sized quartiles. We are continuing to focus on increasing the number of women in leadership roles within our business.



What we're doing to make a difference:

- As part of our ongoing drive to encourage more women to achieve positions of leadership, we invest in women's development. We launched another cohort of our Inspired Women's Development Programme, providing the opportunity to re-connect with values, purpose and drive for career advancement.
- Continued our global 'Connected Women' resource group to empower women and to pursue an environment where everyone belongs and thrives.
- Made training available to all managers on Women's Health and, in collaboration with our partners, provided training on 'Holding a Gender Balance Conversation', 'Breaking the Bias and Smashing Stereotypes' and 'Imposter Syndrome'.
- Created a new Diversity, Inclusion & Belonging Manager role to focus on driving improvements in diversity, inclusion & belonging.
- Developed our Diversity, Inclusion & Belonging Strategic Pillars, focusing on Learning, Data and Policies & Process.
- Analysing our data to look for any inconsistencies, in acquisition, attrition, development (rates of promotion) and engagement.
- Continued our Allyship programme which values people from different backgrounds so that we can stand in solidarity with them and ensure they are heard, seen and valued. This is a great resource which helps and supports women in the workplace.
- We are a *Women in Aerospace and Aviation Charter* signatory, and are actively undertaking initiatives to improve gender balance more broadly across our business.

The figures above have been compiled by the Company for the purposes of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and have been validated and confirmed.



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