

# GKN Aerospace Services Limited

## UK Gender Pay Gap Report 2025

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 5<sup>th</sup> April 2025

Mean hourly pay gap	2.3%
Median hourly pay gap	6.4%
UK's National gender pay gap	6.9%

*Source: Office of National Statistics 2025*

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 Aerospace's hourly pay is primarily driven by a higher proportion of men than women in operational roles that attract shift premiums.

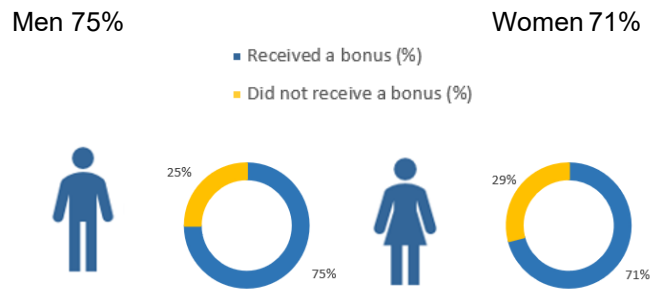
In the previous year, we reported an improvement in the hourly pay gap, which was largely attributable to payroll timing effects within the 2024 snapshot period that disproportionately impacted men. While this effect was expected to reverse in the current reporting year, organisational restructuring within the Group and the transfer of roles have resulted in the previously reported improvement being maintained.

### Bonus difference between men and women in the twelve months preceding 5<sup>th</sup> April 2025

	Mean	Median
Bonus gap	<b>-6.4%</b>	<b>-19.5%</b>

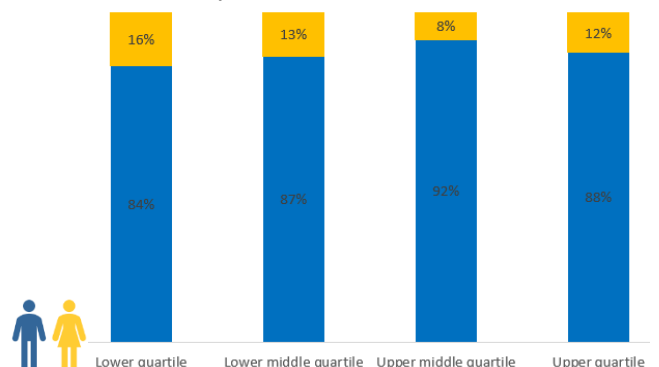
The bonus gap in 2024/25 is in favour of female employees, with a more pronounced difference at the median than the mean. This reflects the distribution of bonus payments, where female employees typically receive higher bonuses, while a greater proportion of male employees are in receipt of smaller, site-level bonuses. As a result, although the median gap is substantial, the overall average gap is reduced.

### 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:

We remain committed to improving gender balance and creating an inclusive workplace. Over the past year, we have:

- Continued to invest in women's development through another cohort of our Inspired Women's Programme, supporting career progression and leadership aspirations.
- Conducted stay interviews with female leaders to understand their experience and strengthen retention.
- Encouraged gender diversity in traditionally male-dominated functions, aiming to reduce occupational segregation.
- Provided flexible working options where possible to support work-life balance for all genders.
- Analysed progression data to identify trends and address potential barriers to advancement.
- Maintained strong engagement through our Connected Women ERG, fostering community and support across the business.
- Continued to refresh and update our learning materials, ensuring relevant and practical resources for both managers and employees.
- Advanced our work on preventing sexual harassment, reinforcing a safe and respectful environment for everyone.
- We continue to uphold our commitment as a Women in Aerospace and Aviation Charter signatory.

These actions build on our previous commitments and demonstrate our ongoing focus on reducing the gender pay gap and creating an environment where everyone can thrive.

---

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.



### **Marisa Kismul**

Senior Vice President Human Resources - Civil

GKN Aerospace Services Limited

11<sup>th</sup> Floor, The Colmore Building, Colmore Circus, Queensway, Birmingham, United Kingdom B4 6AT

---