

GKN Aerospace Services Limited

UK Gender Pay Gap Report 2024

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 2024

Mean hourly pay gap	2.4%
Median hourly pay gap	5.6%
UK's National gender pay gap	7.0%

Source: Office of National Statistics 2024

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

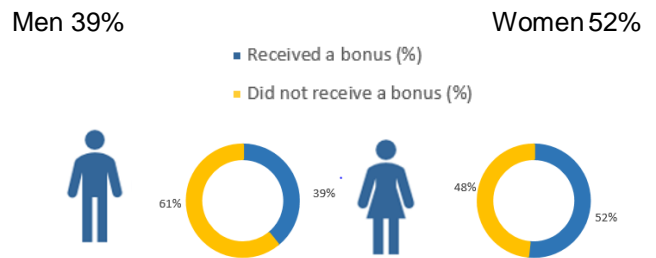
The difference in GKNA's hourly pay is largely due to proportionally more men than women holding operational roles that attract shift premiums. It should be noted that the shift premiums paid in the reference period in 2023 were disproportionately high as it was a five-week month; the reference period in 2024 was a four week month. The gap also shows an improvement this year due to two collective bargaining pay increases being actioned during the reference period in the 2023 year whereas none were actioned during the reference period in 2024; the 2024 increases were actioned later in the year and backdated. Both these factors affect proportionally more men than women but are likely to be reversed in 2025. However, we were pleased to note that a number of women were promoted which contributes to the continuing improvement in the overall gender pay gap.

Bonus difference between men and women in the twelve months preceding 5th April 2024

	Mean	Median
Bonus gap	2.2%	-5.8%

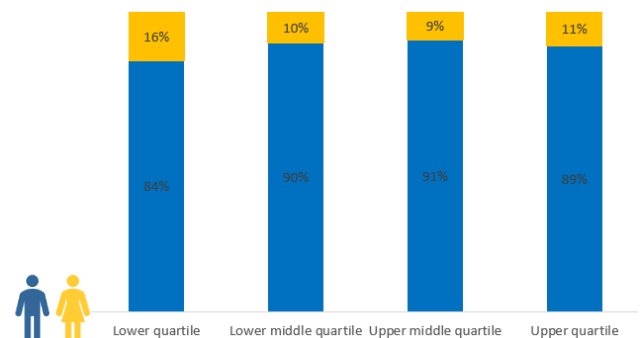
The change in our bonus gap was due to the higher proportion of men who earned a relatively moderate production bonus in 2023 compared to the lower proportion of women who earned higher individual bonuses. The 2024 figures are more indicative of the normal situation.

Proportion of employees receiving bonuses



Pay quartiles

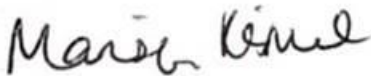
The charts below show the gender distribution of calculated hourly pay across four equally-sized quartiles. We are continuing to focus on increasing the number of women in leadership roles within our business.



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.
- We continued our global 'Connected Women' resource group to empower women and to pursue an environment where everyone belongs and thrives.
- We have a library of training available including topics such as 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'.
- Launched our DIB learning journey (curriculum) which is a collection of learning items through a range of delivery methods to nurture an understanding of Diversity, Inclusion and Belonging. It encourages a growth mind-set culture, bringing together learning, storytelling and communication to build the foundation for sustainable change.
- We continue to analyse our data to look for any inconsistencies, and highlight potential inequalities and discrimination.
- 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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