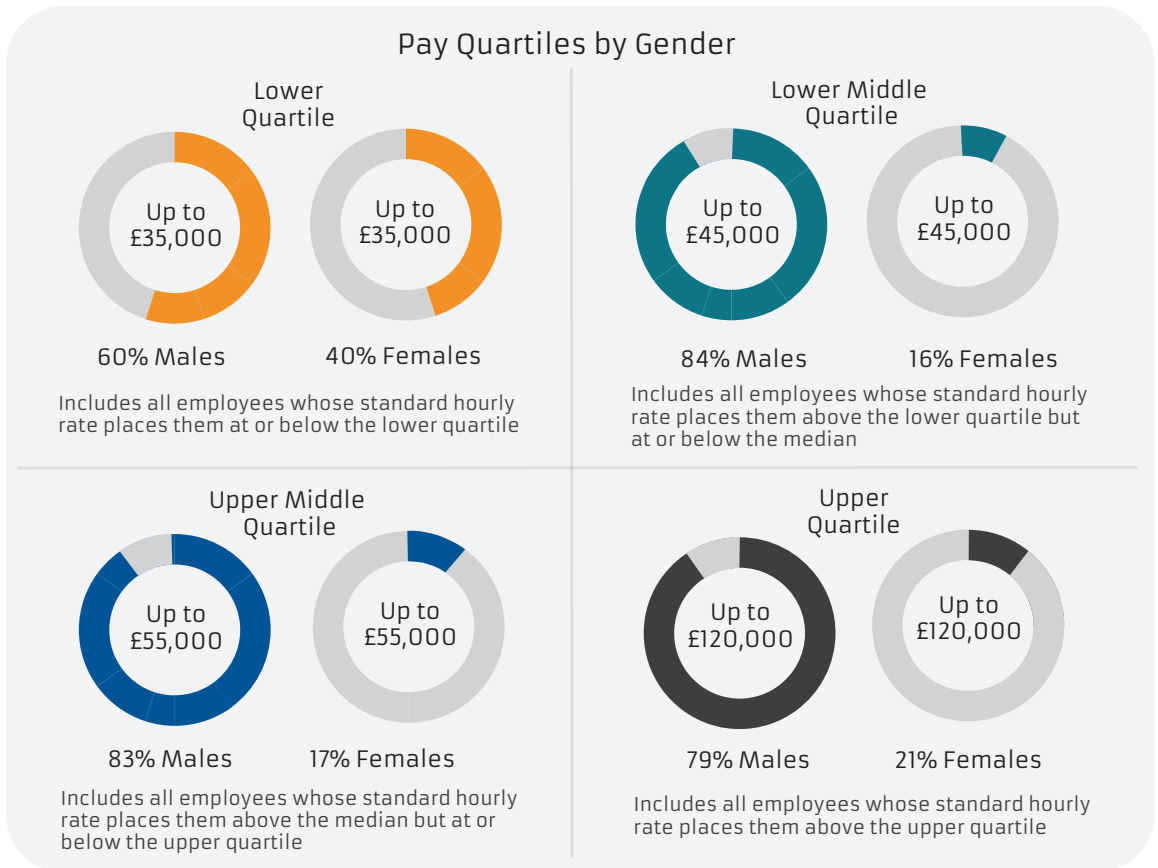
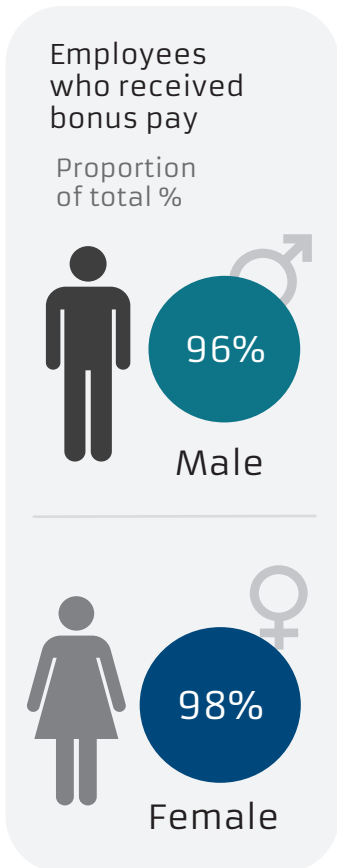
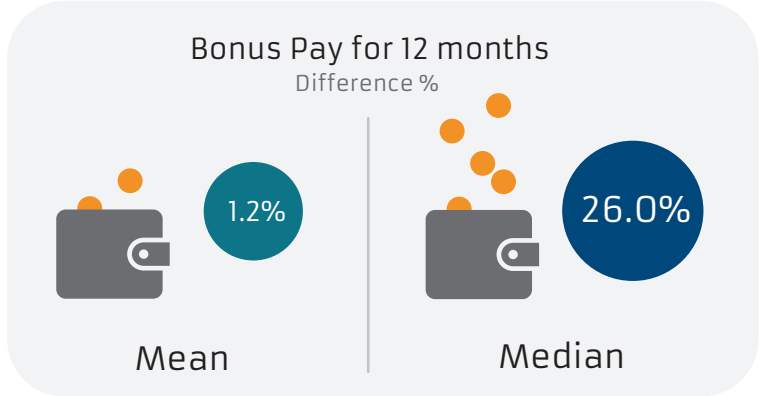
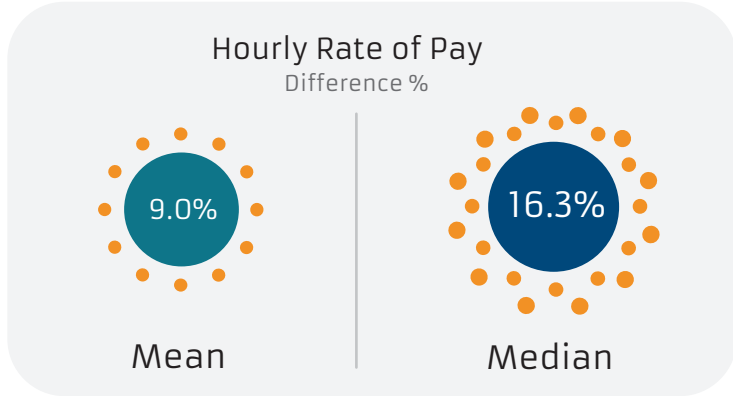


SSTL Gender Pay Gap Report



2020 has seen a slight increase in the pay gap between men and women, with mean gender pay gap increasing to 9% and median gender pay gap in to 16.3%. This is lower than our gender pay gap from the previous year (2019 was 14.1%) and the current national median average of 17.6%. While the majority of the SSTL population work in specialist engineering roles, typically dominated by men, our recruiting efforts have been successful in bringing more women into early careers roles, paving the way for the future.

74% of our workforce are male compared to 26% female.



How we will make a difference:

- Early Careers Programme** – continue to attract and encourage female graduates and apprentices which will in turn help to boost woman in our talent pipeline. We currently have 20% females in our early careers programme
- STEM Activities** - continue to inspire female students through STEM activities with local schools and communities and events, and through our on-site open days.
- Flexible working** – continue to support female employees through our enhanced family leave policies and provide a wide range of flexible working practices to enable employees to achieve their ideal work-life balance.
- Other Initiatives** - SSTL participates in the Women in Defence Mentoring Programme. The scheme pairs industry with representatives from MOD and vice-versa, and SSTL has female mentors and mentees as part of the programme. Continue to champion females to be externally recognised through industry Awards and provide opportunities to network, develop and for collaboration through Women in Aerospace.

This is our report for snapshot date: 5th April 2020
I can confirm that the data published in this report is accurate.

Philip Brownnett

Philip Brownnett
Managing Director