

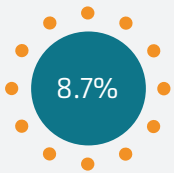
SSTL Gender Pay Gap Report



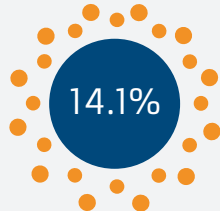
2019 has seen a slight close in the pay gap between men and women, bringing our mean gender pay gap in to 8.7% and median gender pay gap in to 14.1%. This is lower than our gender pay gap from the previous year (2018 was 16.3%) and the current national median average of 17.6%. While the majority of the 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.

Hourly Rate of Pay Difference %



Mean

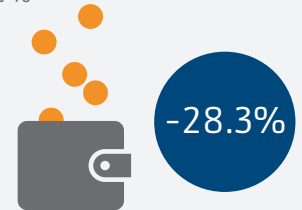


Median

Bonus Pay for 12 months Difference %



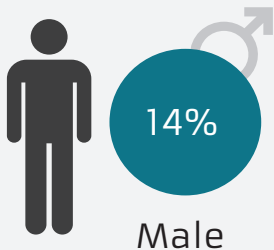
Mean



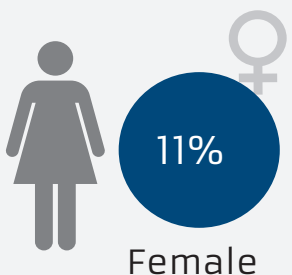
Median

Employees who received bonus pay

Proportion of total %



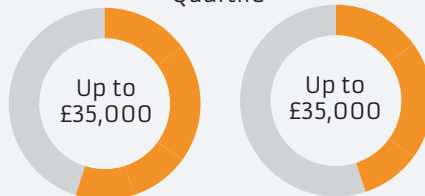
Male



Female

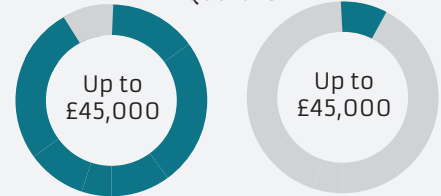
Pay Quartiles by Gender

Lower Quartile



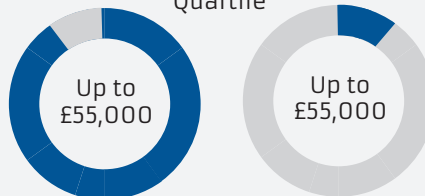
Includes all employees whose standard hourly rate places them at or below the lower quartile

Lower Middle Quartile



Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

Upper Middle Quartile



Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

Upper Quartile



Includes all employees whose standard hourly rate places them above the upper quartile

How we will make a difference:

- **Early Careers Programme** – continue to attract and encourage female graduates and apprentices. Our 2019 Early Careers intake includes 11% females which will in turn help to boost woman in our talent pipeline.
- **Women in Senior Management** – continue to proactively encourage and support females into senior roles. Females currently represent 30% of the Senior Management Team across the business and also 30% of our Directors within the Executive team are female.
- **Flexible working** – continue to promote our flexibility as a company through different work practices in order to recruit and retain top talent.
- **Recruitment** - Externally promote and continue to encourage more women in Engineering and/or into senior roles, through open days, career events and collaboration with Women in Aerospace (WIA).