

## Martin-Baker Gender Pay Gap Report 2020

### Difference in Hourly Rates of Pay



### Percentage of Employees who Receive Bonus Pay



92.0%

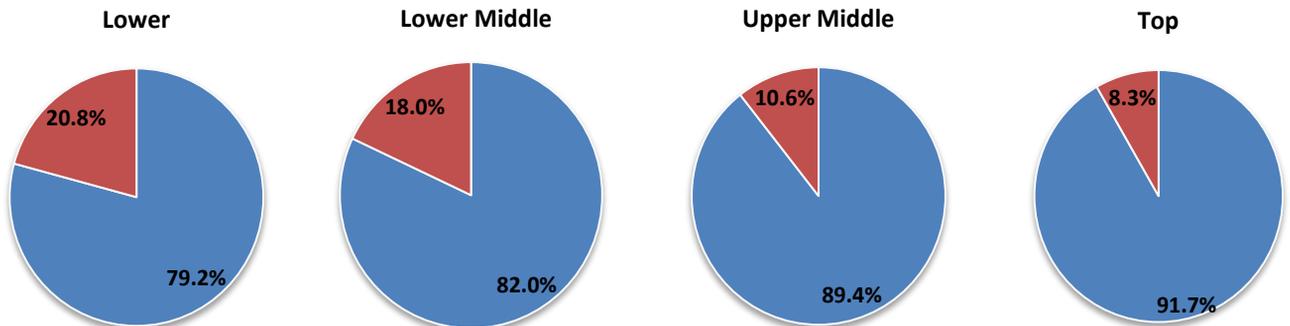


92.3%

### Difference in Bonus Pay

	Median	Mean
Bonus Gap	13.7%	26.0%

### Employees by Pay Quartile



Martin-Baker Aircraft Company Limited is proud to be an equal opportunities employer and we believe in an inclusive and diverse organisation. Gender pay gap legislation requires us to report in a prescribed format data for the pay gap between male and female employees. This will allow us to benchmark against other UK organisations and monitor and demonstrate the effectiveness of our policies and practices in meeting our obligations.

#### Steps we are taking to ensure we meet our obligations on gender pay

Whilst our current gender pay gap is below the UK national average, we will continue to work on minimising the impact by undertaking a number of steps:

- The establishment of a companywide performance culture driven through setting KPI's, personal objectives and the use of the Company Appraisal and Development system. This will be further enhanced with the introduction of a Company Values led assessment of performance.
- A talent management programme driven out of succession planning and reviewed regularly by the Senior Management Team.
- Increased diversity and inclusion training for all managers and the development of a programme for all staff members.
- A review of Company policies and procedures in relation to recruitment, maternity / paternity and employee benefits in order to meet the aspirations of a diverse and inclusive workforce.
- Continue to increase the percentage of female employees in the upper two quartiles.

It should be noted that gender pay gap data is different from 'equal pay', which focuses on ensuring equity between men and women who undertake the same or similar roles. Martin-Baker operates an evaluation system to ensure we meet all our equal pay obligations.