

# Martin-Baker Gender Pay Gap Report 2022/2023

## Difference in Hourly Rates of Pay



## Percentage of Employees who Received Bonus Pay



96.4%

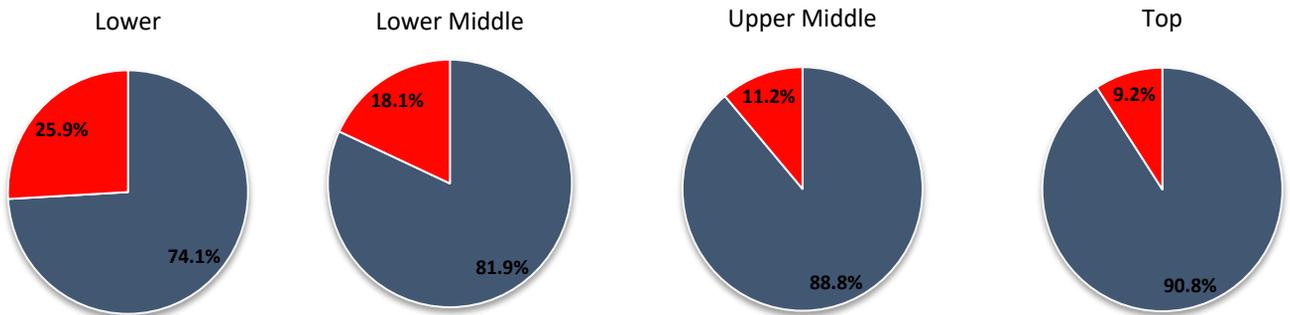


95.2%

## Difference in Bonus Pay

	Median	Mean
Bonus Gap	9.9%	26.6%

## 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 and have taken to ensure we meet our aspirations and obligations on gender pay

Over the last two years Martin-Baker has experienced a higher than average intake of new employees and increased churn. These factors have impacted negatively on our gender pay gap. On average we have seen a higher percentage of female employees leave post COVID. The balance has not been maintained for incoming employees.

- A focus for the coming year is a further refresh of our advertising and benefits to ensure that we are an appealing employer to female and male candidates.
- Further work to be undertaken on the Corporate Social Responsibility (CSR) messaging and activities.
- We will continue to support “women in engineering and manufacturing” initiatives.