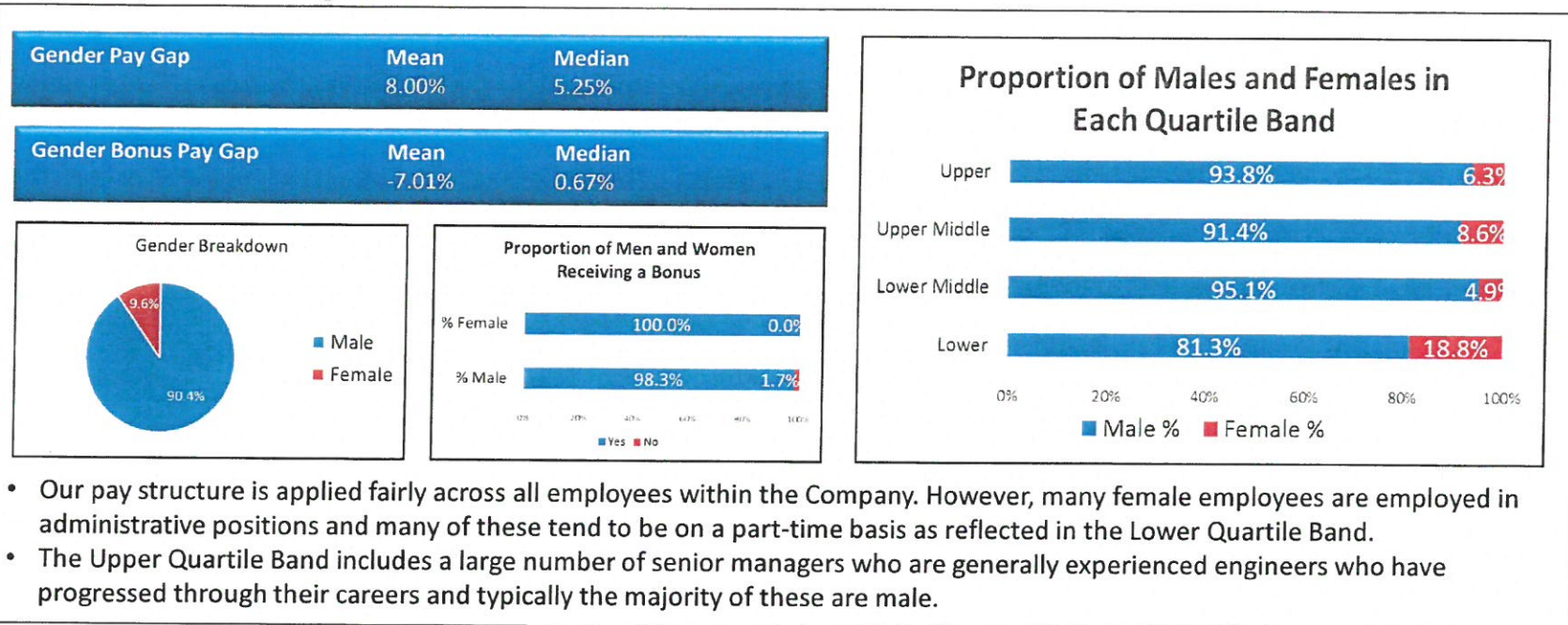


Gender Pay Gap Report 2019

This report is in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Blanc Aero Industries UK Ltd incorporates equality and diversity as part of our Company values. In preparing the gender pay reporting information we recognise that there is an imbalance between the number of males and females employed which is typical within the engineering/manufacturing sector.



What are we doing to address the Gender Pay Gap

- **Pay structure** – the Company has one pay structure which encompasses all roles with all employees eligible for a performance-related pay reward
- **Career development** – the Company has a performance review process which is applied to all employees and encourages career progression at all levels regardless of gender
- **Equality** – The Company takes pride in offering a fair and equal work environment where all employees are treated equitably

Mark Capell – General Manager, January 2020