

### Gender Pay Gap

	Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	
<b>Males</b>	£17.95	£17.31	<b>Min</b>	£7.75	£15.95	£17.18	£18.88
<b>Females</b>	£17.07	£16.03	<b>Max</b>	£15.93	£17.18	£18.87	£39.67
<b>Pay Gap</b>	£0.88	£1.28	<b>% Males</b>	80.3	94.7	93.4	92.1
<b>% Pay Gap</b>	4.9	7.4	<b>% Females</b>	19.7	5.3	6.6	7.9

### Gender Bonus Gap

	Received Bonus	Mean	Median
<b>% Males</b>	97.1	£2,619.67	£2,194.38
<b>% Females</b>	96.7	£2,567.90	£2,050.76
<b>% Bonus Gap</b>	0.4	2.0	6.5

Written statement By Who: Mark Capell - General Manager, October 2021

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.

Our pay structure is applied fairly across all employees within the Company. However, many female employees are employed in administration positions and many of these tend to be on a part time basis as reflected in the Lower Quartile Band.

The Upper Quartile Band includes a large number of senior managers who are generally experienced engineers who have progressed through their careers and typically the majority of these are male.

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 award

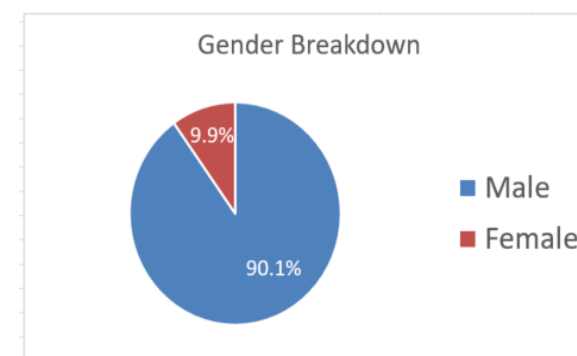
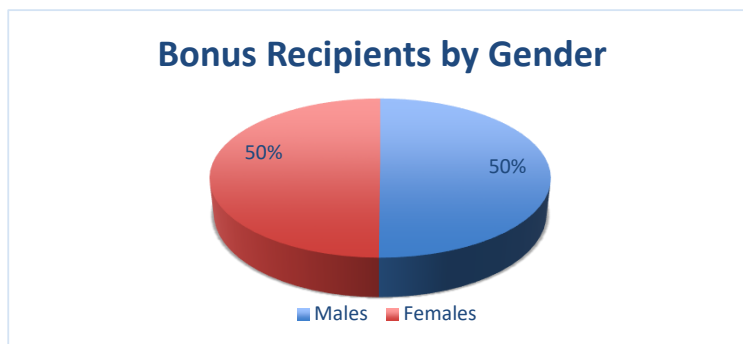
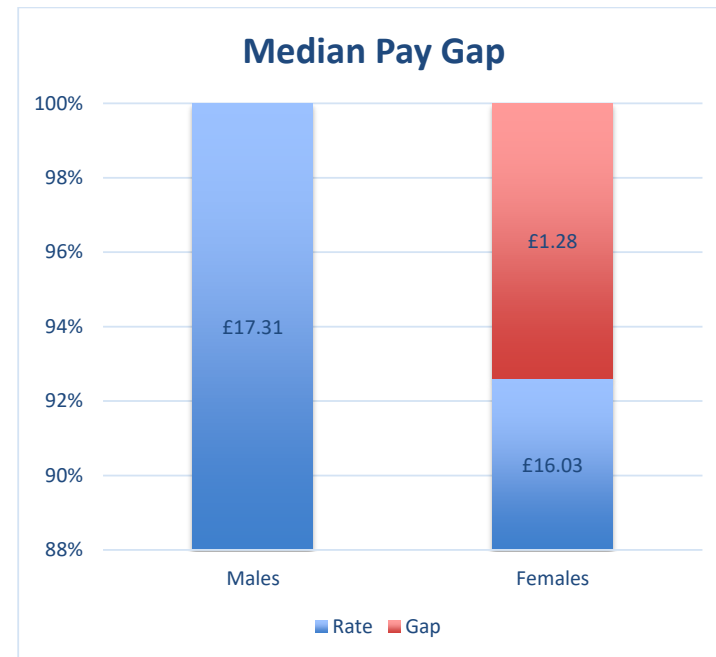
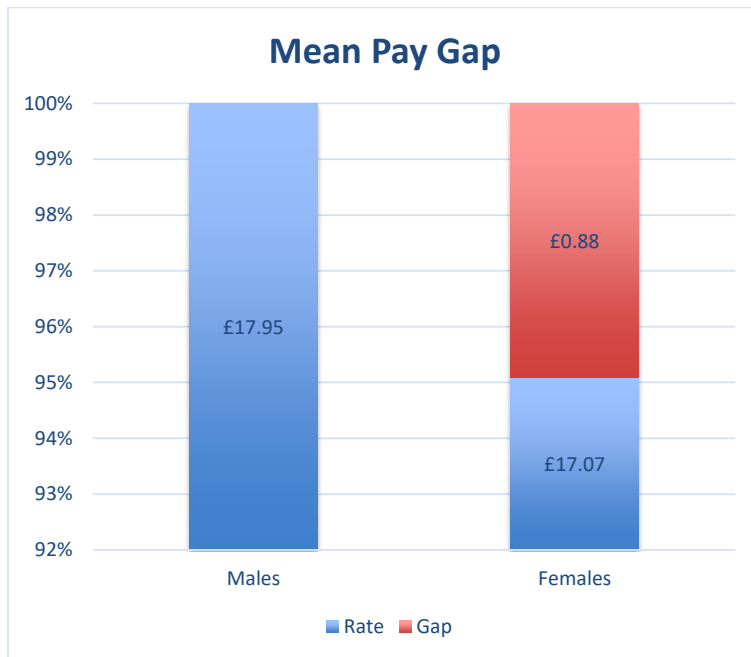
Career development - The Company has a performance review process which is applied to all employees and encourages career progression at all levels regardless of gender

Equality - The Company takes pride in offering a fair and equal work environment where all employees are treated equitably

Mean Hourly Pay		
Gender	Rate	Gap
Males	£17.95	
Females	£17.07	£0.88

Median Hourly Pay		
Gender	Rate	Gap
Males	£17.31	
Females	£16.03	£1.28

Bonus Pay Gap		
Males	Females	
97.1	96.7	



Quartile Analysis		
Quartile	% Males	% Females
Lower Quartile £7.75-£15.93	80.3	19.7
Lower Middle Quartile £15.95-£17.18	94.7	5.3
Upper Middle Quartile £17.18-£18.87	93.4	6.6
Upper Quartile £18.88-£39.67	92.1	7.9

