

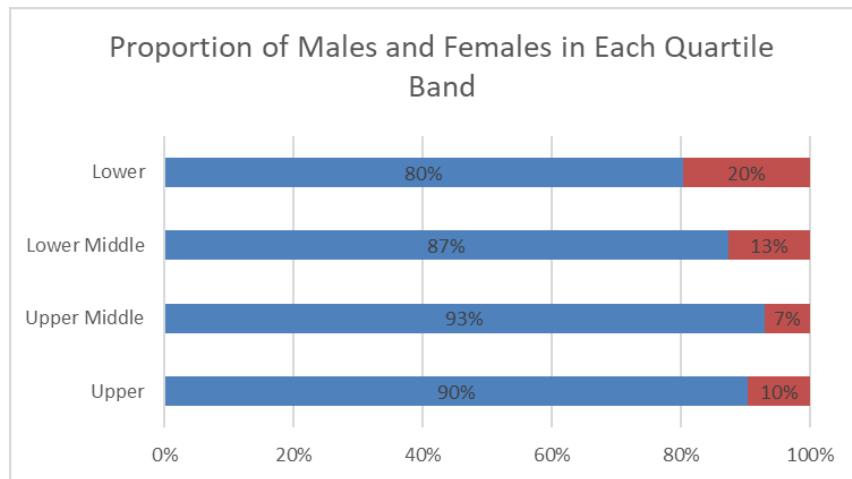
Gender Pay Gap Report 2023

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

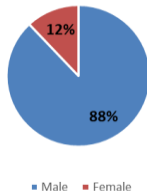
Blanc Aero Industries UK Ltd incorporates equality and diversity as part of our Company values. In preparing the gender pay reporting information we recognise that there is an imbalance between the number of males and females employed which is typical within the engineering/manufacturing sector.

Gender Pay Gap	Mean 4%	Median 5%
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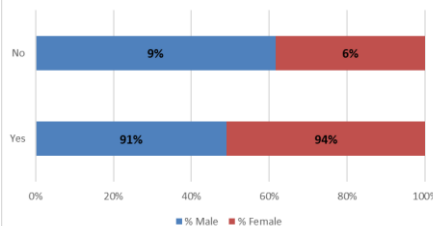
Gender Bonus Pay Gap	Mean 5%	Median 11%
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Gender Breakdown



Proportion of Men and Women Receiving a Bonus



- Our pay structure is applied fairly across all employees within the Company. However, many female employees are employed in administrative 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 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, March 2024