



Magellan Aerospace (UK) Ltd. 2017 UK Gender Pay Gap Report

Magellan Aerospace is a global aerospace company that provides complex assemblies and systems solutions to aircraft and engine manufacturers, and defense and space agencies worldwide.

Magellan designs and manufactures aeroengine and aerostructure assemblies and components for aerospace markets, advanced proprietary products for military and space markets, and provides engine and component repair and overhaul services globally.

This gender pay gap report is based on data as at 5th April 2017. At this date, the UK operations of Magellan Aerospace employed 1,102 staff made up of 978 males (89%) and 124 females (11%).

Our pay and gender bonus gap is as follows:

	Mean (%)	Median (%)
Pay	16.5	17.5
Bonus	12.7	21.7

Quartile Distribution		
Banding	Male (%)	Female (%)
A – Lowest Quartile	82.9	17.1
B – Lower Middle	84.4	15.6
C – Upper Middle	93.5	06.5
D – Upper Quartile	94.2	05.8

Commentary:

- Magellan gender pay gap is lower than the UK average of 18.0%.
- Our gender pay gap is also lower than the UK average for our industry of 17.4%.
- We operate on a 24/7 shift ratio which is predominantly male orientated. Shift hours attract a premium rate which contributes to the gender gap in pay.
- Magellan is actively seeking to address the discrepancy in male/female Employees across all pay bands. Our last 2 intakes of engineering apprentices have included female Candidates. Prospectively we will be conducting further analysis to determine how we might further reduce the gap.

Declaration

I hereby confirm that the information provided in this report to be accurate.

Ed Gerek
European Director of Human Resources
April 3 2018