



Magellan Aerospace (UK) Ltd. 2018 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 defence and space agencies worldwide.

Magellan designs and manufactures aero-engine and aero-structure 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 2018. At this date, the UK operations of Magellan Aerospace employed 1,196 staff made up of 1050 males (87.79%) and 146 females (12.2%).

Our pay and gender bonus gap is as follows:

	Mean (%)	Median (%)
Pay	20.6	15.5
Bonus	62.3	6.2

Quartile Distribution		
Banding	Male (%)	Female (%)
A – Lowest Quartile	90.6	9.4
B – Lower Middle	93.0	7.0
C – Upper Middle	85.6	14.4
D – Upper Quartile	81.9	18.1

Commentary:

- Magellan gender pay gap is lower than the UK average of 17.9%.
- 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.

Kerri Wilkinson
Reporting & Compensation Manager – *European*
April 2019