



Magellan Aerospace (UK) Ltd. 2019 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 2019. At this date, the UK operations of Magellan Aerospace employed 1,170 staff made up of 1022 males (87.35%) and 148 females (12.65%).

Our pay and gender bonus gap is as follows:

	Mean (%)	Median (%)
Pay	11.3	12.5
Bonus	52.5	0%

Quartile Distribution		
Banding	Male (%)	Female (%)
A – Lowest Quartile	90.8	9.2
B – Lower Middle	93.9	6.1
C – Upper Middle	85.7	14.3
D – Upper Quartile	78.8	21.5

Commentary:

- Magellan gender pay gap is lower than the UK average of 17.3%.
- 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 Holland
Reporting & Compensation Manager – *European*
April 2020