

2017 Gender Pay Gap Report

Mettis Aerospace is committed to providing equal pay for like for like roles, based on competencies and ability, ensuring all employees are paid fairly. We also offer many development opportunities to give everyone a chance to advance their careers.

Uneven gender representation is still present across manufacturing workforces in the UK. According to Office for National Statistics data obtained by the Engineering Employer's Federation, 76% are men and 24% women. At Mettis, 9.1% of our employees are female and we are actively working to attract more talented women into our business.

Pay and bonus gap

Difference between male and female		
	Mean	Median
Hourly fixed pay	-2.2%	3.4%
Bonus Pay	54%	77.3%

The table above identifies our overall mean and median gender pay gap based on hourly rates of pay taken on 7th April 2017. According to mean statistics, the gender pay gap is marginally in favour of women whereas the median figure shows a small gap in the other direction. However, this gap is not caused by gender bias. Mettis has a number of pay bands for each role and employees move up the bands based on competence alone. We have a robust and fair process for establishing competence and invest in the development of both our male and female employees to help them move up the pay bands and achieve their career aspirations.

The table above also shows the mean and median differences between bonuses awarded to males and females at Mettis Aerospace up to 5th April 2017 (which are a reflection of the performance bonuses earned in 2016). We have a fair performance-related bonus system that is not influenced by gender. The gap above looks significant because our workforce is predominantly male and therefore the overall value of bonuses awarded to this larger population is higher in total.

Bonuses at Mettis are awarded based on performance alone. In addition, the table above does not reflect pay awards which have been rewarded to both males and females in recognition of consistent performance and increased competence. Despite many companies having pay freezes, over the last number of years, we have also given an annual pay increase to all employees which has been agreed with our trade union. This was set at the same percentage for males and females.

Proportion of colleagues awarded a bonus for 2016

11.9%



3.3%

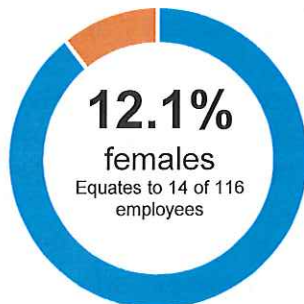


The overall difference between male and female bonus payments, related to performance, during 2016 was 8.6%. On average, a greater proportion of women received a bonus in 2017 although we would like to reiterate that our bonuses are rewarded based on performance only.

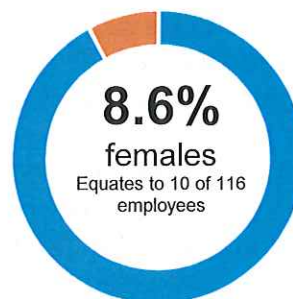
Pay quartiles

With our pay levels divided into four groups (quartiles), the charts below shows the percentage of male and female employees in each segment.

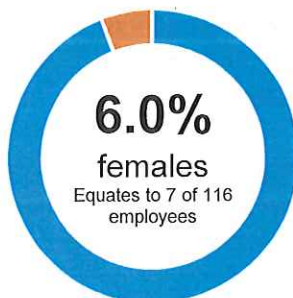
Lower quartile



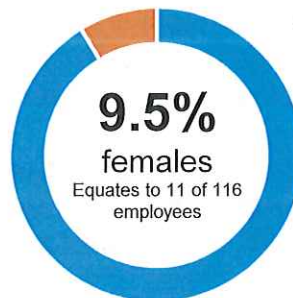
Lower middle quartile



Upper middle quartile

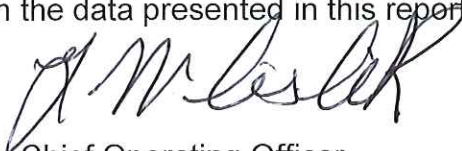


Upper quartile



I confirm the data presented in this report is accurate.

Signed:



Position: Chief Operating Officer