

2018 Gender Pay Gap Report

Mettis Aerospace is committed to providing equal pay for like for like roles based on competencies and ability, ensuring that all employees are paid fairly.

There still remains a gender split across manufacturing workforces in the UK. According to the Indeed Official Statistics data obtained by MAKE UK the Manufacturers' Organisation, the split is currently 76% men and 24% women. At Mettis 6.7% 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 | -3.4% | 2.4% |
| Bonus Pay | NA | NA |

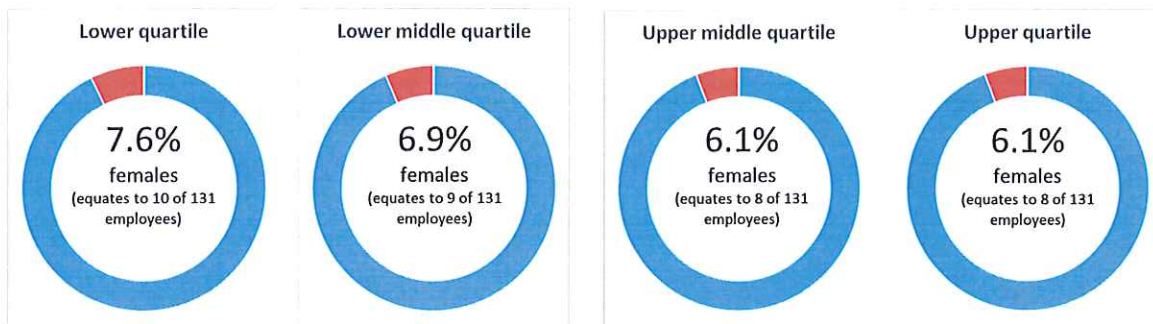
The table above identifies our overall mean and median gender pay gap based on hourly rates of pay taken on 5th April 2018. According to mean statistics, the gender pay gap is marginally in favour of women whereas the median figure shows a small gap in the other direction. However, this gap is not caused 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.

In keeping with previous years, Mettis awarded trade union agreed pay increases to both male and female employees in recognition of consistent performance and increased competence. This was set at the same percentage for males and females.

No bonus was awarded during 2018.

Pay quartiles

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



I confirm the data reported is accurate.

Signed:

Position: Chief Operating Officer