

DRAKEN

Gender Pay Report 2024

Draken (FR Aviation Limited)
Snapshot Date: 5th April 2024



Overview

The Gender Pay Gap is different from Equal Pay, in that it's an average of hourly pay levels of all female employees compared to all male employees, not accounting for their role and level.

Draken is committed to paying employees doing equivalent jobs equally, regardless of gender or other characteristics. Our Gender Pay Gap is above the UK average. Analysis shows that the gap is driven by the fact that there are proportionally fewer women in technical higher-paid roles within our industry.

We recognise the facts, and are taking active steps to ensure that women are given the same opportunities as their male counterparts. By championing gender diversity initiatives, we aim to be accountable to this data and the analysis. Notwithstanding that dynamic within the work force, the number of female employees has remained consistent since the last report.

Gender diversity initiatives

Throughout 2024, Draken (FR Aviation Limited) has championed the following initiatives:

Celebrated our partnership with Elevate(Her) which advances gender equality in aviation by creating a supportive environment for women, offering unique resources and networking opportunities



Reviewed our Engineering Apprenticeship Scheme with improvements from 2025, to increase female apprentice engineer representation

Inspired the next generations, including young girls, to consider a career in aviation through our charitable commitments



We continued to support and build upon our commitments to the Women in Aviation and Aerospace Charter

Workforce gender percentage

The number of female employees has increased by 11% compared to the prior year. Overall, there has been no change in female representation as a percentage of our total workforce.

2023

+/-

2024



Male 84%
Female 16%

0%



Male 84%
Female 16%

Hourly pay

In the current year, female employees earned on mean average, 19% less than male employees and on median average, 24%. This trend persists due to Draken having more men than women in senior or higher paid roles, such as pilots.

2023

+/-

2024

Mean

18%

+1%

19%

Median

16%

+8%

24%

Workforce percentage in receipt of bonus

Fewer individuals (both male and female) received a bonus in 2024 compared to 2023 as a proportion of the workforce, due to an increase in the number of total employees in contract delivery roles (who are not typically eligible to receive bonuses). As a percentage of each respective population, more female employees received a bonus than male employees.

2023

+/-

2024



Male 15%
Female 26%

-5%
-14%



Male 10%
Female 12%

Bonus pay

In the current year, the mean average bonus paid to female employees was 48% more than male and on median average, 12% less than male.

2023

+/-

2024

Mean

13%

-61%

-48%

Median

71%

+59%

12%

Gender split by pay band

Despite the number of female employees remaining consistent as a percentage of the total workforce, the representation of women in the top two quartiles (as a percentage) has increased marginally.

2023

+/-

2024

Q1



Male 71%
Female 29%

-1%



Male 72%
Female 28%

Q2



Male 84%
Female 16%

-2%



Male 86%
Female 14%

Q3



Male 90%
Female 10%

1%



Male 89%
Female 11%

Q4



Male 91%
Female 9%

1%



Male 90%
Female 10%

