

DRAKEN

Gender Pay Report 2025

Draken (FR Aviation Limited)
Snapshot Date: 5th April 2025



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 both our industry and Draken.

We recognise the facts, and are continuing to take 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 as a percentage of our overall workforce have remained consistent since the last report.

Gender diversity initiatives

Throughout 2025, Draken (FR Aviation Limited) has championed the following initiatives:

Continued our partnership with Elevate(Her) to promote gender equality in aviation. Activities included: global networking opportunities for women in Aviation and Defence; career webinars and outreach campaigns, and increased visibility of Draken roles through social media and events.



Encouraged the next generations, including school-aged boys and girls, to consider a career in aviation through our charitable commitments via the Jon Egging Trust and Cadet Force/Reservist Volunteer work.



Reviewed our recruitment practices to ensure; gender-friendly wording in adverts, wider conveyance of family-friendly policies and flexible working practices, and wider communication of menopause at work policy.



In 2025 we increased the amount of paid company maternity leave to 26 weeks full pay and 8 weeks half pay as a retention and attraction benefit for women.



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 22% compared to the prior year. Overall, there has been no change in female representation as a percentage of our total workforce.

2024

+/-

2025



Male 84%
Female 16%

0%



Male 84%
Female 16%

Hourly pay

In the current year, female employees earnt on mean average, 23% less than male employees and on median average, 23%. This trend persists due to Draken having more men than women in senior or higher paid roles, such as pilots.

2024

+/-

2025

Mean

19%

+4%

23%

Median

24%

-1%

23%

Workforce percentage in receipt of bonus

Significantly more individuals (both male and female) received a bonus in 2025 compared to 2024 as a proportion of the workforce, due to the introduction of Draken's All Employee Bonus Scheme. As a percentage of each respective population, more female employees received a bonus than male employees.

2024

+/-

2025



Male 10%
Female 12%

+73%
+73%



Male 83%
Female 85%

Bonus pay

In the current year, the mean average bonus and median average bonus paid to female employees was the same as male employees.

2024

+/-

2025

Mean

-48%

+48%

0%

Median

12%

-12%

0%

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 quartiles two and three (as a percentage) have both increased with only a marginal decrease in the top quartile.

2024

+/-

2025

Q1



Male 72%
Female 28%

-2%



Male 74%
Female 26%

Q2



Male 86%
Female 14%

+3%



Male 83%
Female 17%

Q3



Male 86%
Female 11%

+3%



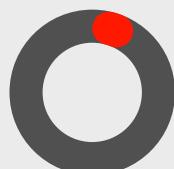
Male 86%
Female 14%

Q4



Male 90%
Female 10%

-1%



Male 91%
Female 9%

