

Prepare to Prevail

FR AVIATION LIMITED
GENDER PAY REPORT 2020

DRAKEN

FR Aviation Limited (“FRA”) – Gender Pay Report 2020

Snapshot Date – 5 April 2020⁽¹⁾

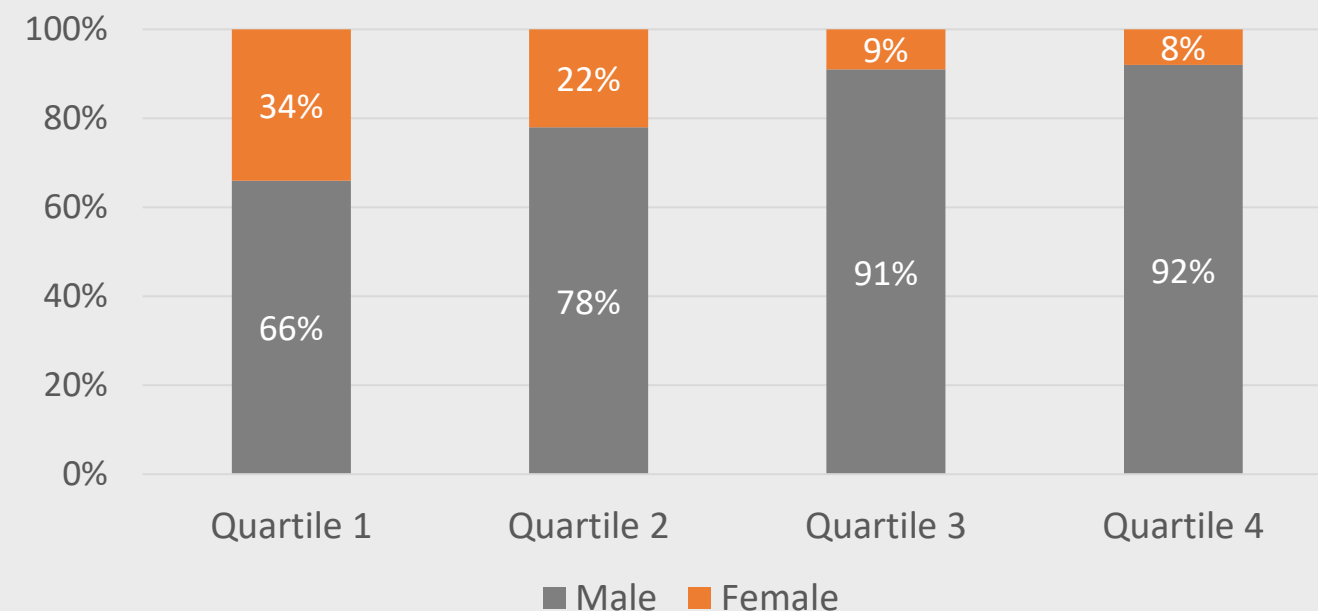
Workforce analysis between female and males:

	% of workforce	% receiving a bonus ⁽²⁾
Female	19%	65%
Male	81%	33%

Mean and median hourly gender pay gap and bonus gap:

	Mean	Median
Hourly Pay	24%	32%
Bonus	29%	32%

The chart below illustrates gender distribution across FR Aviation Limited in the UK in four equally sized pay quartiles:



(1) The Snapshot Reporting Date was prior to ownership by Draken (previous shareholder was Cobham Limited)

(2) During the reporting year, retention bonuses were paid to large number of employees working on a specific customer contract which was coming to an end (as opposed to performance related bonus arrangements) which resulted in an unusually high % of the workforce receiving a bonus

Ensuring the Company’s culture supports the creation of a diverse workforce will enable the company to attract and retain key talent with the right skills and capabilities from all backgrounds. FRA is committed to developing an inclusive workplace where employee differences are valued, enabling everyone to contribute fully.

The Gender Pay Gap is different from Equal Pay in that it is an average of hourly pay levels of all female employees compared to all male employees. This does not account for their role and level. FRA is committed to paying employees doing equivalent jobs in the organisation equally regardless of their gender or other characteristics.

FRA’s Gender Pay Gap is above the UK average and analysis shows that the gap is driven by the fact that there are proportionally fewer women in senior and technical higher-paid roles within the businesses (such as pilots and engineers).

At 5 April 2020, 19% of Draken’s workforce were women. This representation is maintained throughout the Company, with 20% of the CEO’s senior leadership team also being women (2 out of 10). However, the Company recognises that there is an opportunity to increase the number of women in leadership positions and is developing plans to proactively address this issue.

During the past 12 months, key steps forward have included:

- Establishing an Equality, Diversity and Inclusion Committee, with representation throughout the organisation from all levels, chaired by the CEO with specific focus on encouraging diverse talent; and
- In 2021, Draken proudly became a signatory to the UK Women in Aviation and Aerospace Charter committing the Company to support the progression of women into senior positions.

Progress against these preliminary steps will be reported against in future Gender Pay Reports.