

## Gender Pay Gap Report 2023

Mettis Aerospace is committed to providing equal pay. Employees identifying as male or female that perform equal work receive equal pay. Mettis Aerospace prides itself on practicing equal opportunities. We firmly believe in appointing the best suited candidates, regardless of their gender or any other factors as captured within the Equality Act 2010. All employees receive payment for the role they hold and performance of their duties, no other factors affects their remuneration.

There continues to be a gender split across company's workforces, which is not unique to Mettis Aerospace. This is especially noticeable within organisations such as Mettis that operate within the heavy manufacturing sector.

At Mettis, we continue to work hard to attract female talent into the organisation and although we experienced a slight reduction in employees identifying as female during 2022, we can see an increase over the recent months. 8% of Mettis' employees identified as female during 2022 (32 out of 399 employees).

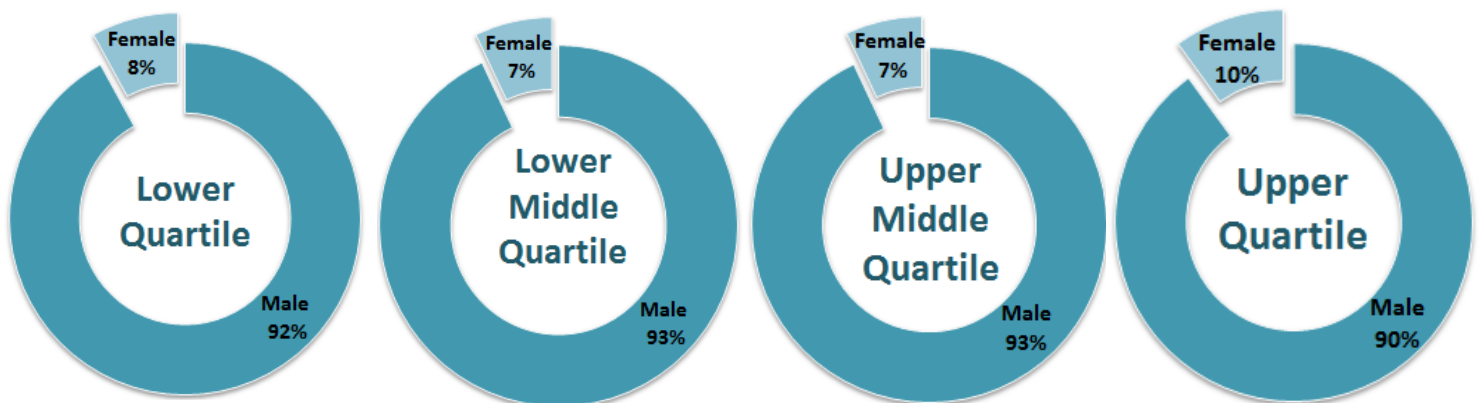
### Pay and bonus gap

	Mean	Median
Rate of pay	-15.6%	-2.9%
Bonus Pay	N/A	N/A

The table above identifies our overall mean and median gender pay gap based on hourly rates of pay taken on 5<sup>th</sup> April 2022. According to median statistics, the gender pay gap is marginally in favour of females and the mean figure indicates a slight gap in the rates. 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, supporting them to move up the pay bands and achieve their career aspirations. No bonus was awarded during 2022.

### Pay quartiles

With our pay levels divided into four groups (quartiles), the charts below demonstrate the percentage of employees identifying as male and female in the different quartiles.



I confirm the data reported is accurate.

Signed:

Position: Chief Operating Officer