

## 2021 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. At Mettis 9.1% of our employees are female. We have seen an increase in female workers within the organisation over the last few years (in 2019 6.7% of our workforce were female) and we continue to work actively on attracting more talented women into our business.

### Pay and bonus gap

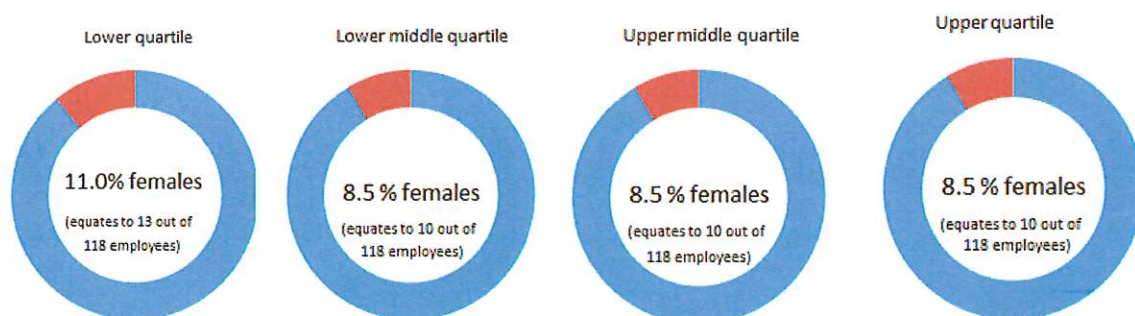
Difference between male and female		
	Mean	Median
Hourly fixed pay	3.5%	0.6%
Bonus Pay	NA	NA

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 2020. According to median statistics, the gender pay gap is marginally in favour of males and the mean figure shows a small 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 2020.

### 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