

Gender pay gap report

H+S Aviation Limited strives to be an equal opportunities employer. As a result, we welcome and embrace the opportunity to report on our gender pay gap.

At 12.5%, our mean pay gap is relatively low for what is widely considered to be a male dominated industry. However, in line with our mission to be an employer of choice, we are committed to reducing this gap further.

We are confident that men and women are paid equally for doing equivalent work across our business therefore we are focused on ensuring that more women are recruited and supported to progress into senior roles.

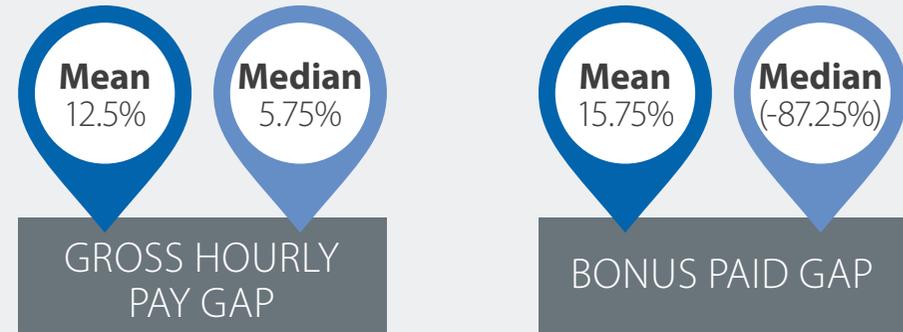
We will review our progress annually and expect to see the pay gap reduce year on year. However, as we are a low staff turnover environment, and because there are wider societal issues to be addressed regarding gender stereotypes about roles in engineering, a gender pay balance, whilst a priority, will only be achieved over the medium to long term.



Pay and bonus gap

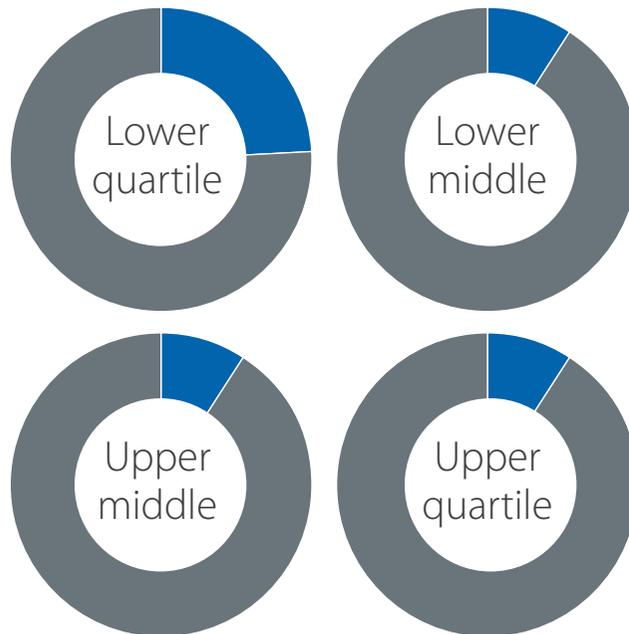
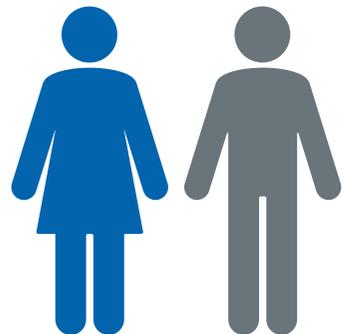
DIFFERENCE BETWEEN MEN AND WOMEN

Based on a snapshot of our hourly rates of pay across the organisation at April 2017 and the bonuses paid to men and women in the year up to 31 March 2017 the mean and median pay and bonus gap between men and women in our business is as follows:



PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE

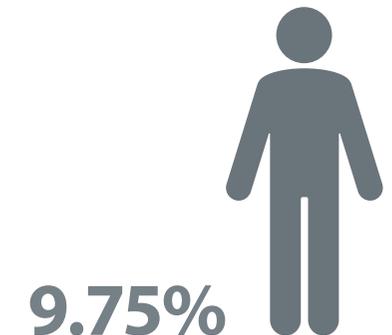
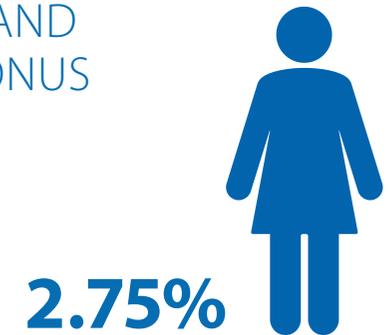
In line with the rest of the industry, we are a male dominated workforce. This applies to our most junior roles as much as it does to our senior roles.



PROPORTION OF MALES AND FEMALES RECEIVING A BONUS

All employees are eligible to receive a bonus. For the most part, the bonus is calculated based on company performance; however, for management grades, there is also an individual performance element to the bonus calculation.

In this bonus year, 2.75% of our female employees received a bonus, compared to 9.75% of our male employees. So, 7% more of our male workforce received a bonus than our female workforce. However, the median bonuses paid to women were higher than those paid to men.



Actions we are taking to close the gap

Since we are confident that men and women are paid equally for doing equivalent work across our business, simply reviewing existing rates of pay will not do anything to help to close the gender pay gap.

We therefore recognise that we need to see more women be recruited, and progressing, into senior roles.

To achieve this, we are committed to the following:

1. RECRUITMENT

- We will target the broadest possible talent pool when advertising roles, ensuring that our style of advertising appeals to women as well as men.
- Because we have a low staff turnover, we will focus our recruitment activities on graduate trainee roles, apprenticeships and internships as a way of introducing new talent to the business. We will strive for gender balanced short lists in respect of these programmes.
- Where practicable, we will advertise roles on a flexible basis so that working hours are not a barrier for women to apply for a position.

2. PROGRESSION

- We will embrace part-time working where practicable in management roles to ensure that working hours are not a barrier to career progression for women.
- We will review our other working practices to identify and remove any other potential barriers to career progression for women.
- We will review our family friendly policies and ensure that they provide effective support, genuine flexibility and the opportunity for a wholesome work/life balance.
- We will encourage women in senior roles to act as mentors and role models to promote aspiration among women in the business.

I confirm the data in this report to be accurate.

Signed:



Name: Mark Johnstone

Position:

President and Chief Operating Officer,
BBA Aviation Global Engine Services

Date:

1 February 2018