ITP Aero UK
Gender Pay Report 2024

V1. March 2025

ITP AERO

At ITP Aero we are committed to Diversity, Equity and Inclusion (DE&I). Our commitment to DE&I is framed within the ESG 2027 strategy and aims to create a safe working environment, with working conditions that guarantee equal opportunities and the professional and personal development of all employees.

The data is representative of our population where we have a lower female population but a higher % of women in leadership roles which attracts a higher base salary, on target bonus and a long-term incentive plan, compared to the male population. There is also a higher proportion of lower paid male apprentices.

Proportion of women in the workplace

In April 2024 ITP Aero had 752 employees. 6.65% were women which is an increase of 0.77% on the prior year.

Pay & Bonus difference between women and men

	Mean	Median
Hourly Pay	-6.67%	-1.32%
Bonus	-23.93%	21.31%

Pay

We have a set pay structure in our manufacturing areas and a structured and governed approach towards pay determination in other areas of the business.

Women are currently under represented in the middle two quartiles due to proportionally more men being employed on the shop floor and in the professional level, dominated by Engineering.

There is an increase in the percentage of women in the top quartile and lower quartile, which is representative of the success in the recruitment of women in the leadership team, and also our apprentice scheme.

To further our recruitment efforts, both in the short and long term, we are focusing on STEM events at local schools, apprenticeships and Year In Industry placements. We are reviewing our job adverts and recruitment processes, making the language more inclusive, to encourage more female applicants and focusing on female hires across all levels.

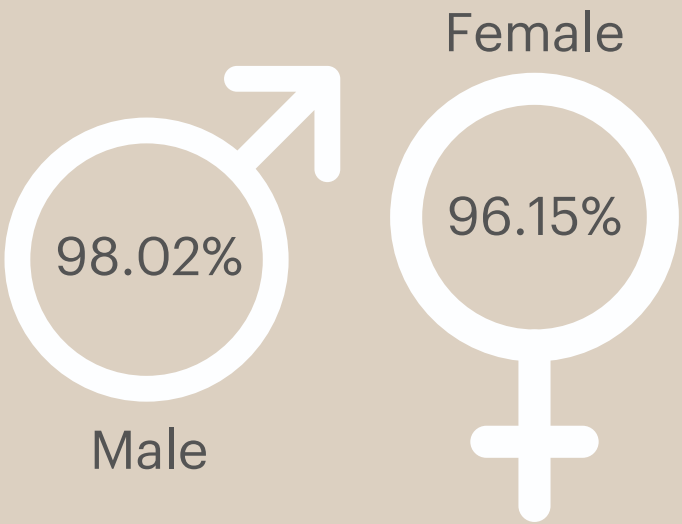
Pay quartiles across ITP Aero's employees

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	91.49%	95.74%	97.34%	88.83%
Female	8.51%	4.26%	2.66%	11.71%

Bonus

In the UK we have a bonus scheme in place for all levels of employees which is shown in the high proportion of those receiving a bonus.

Proportion of employees receiving a bonus
in 12 months preceding 5 April 2024



Our Commitment to Diversity, Equity and Inclusion

In 2024 we launched several intiatives aimed at assessing our level of DE&I maturity through various sources: results of the 2023 global employee engagement survey; data analysis; review of people processes; and a dedicated survey on DE&I among a sample of ITP Aero employees globally. The results, together with the data we will obtain from the international benchmarking we are conducting, will help us to idetify global and local actions to furhter enhance DE&I at ITP Aero.

In the UK ITP Aero has a peer-led committee focused on the development of DE&I for our colleagues.

I confirm the data reported is accurate.

Ian Williamson, Managing Director