ITP Aero UK
Gender Pay Report 2023

V1 July 2024

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 2023 ITP Aero had 714 employees. 5.88% were women which is an increase from 5.5% in April 2021.

Pay & Bonus difference between women and men

	MEAN	MEDIAN
Hourly Pay	-2.76%	-0.62%
Bonus	-42.66%	-18.62%

Pay

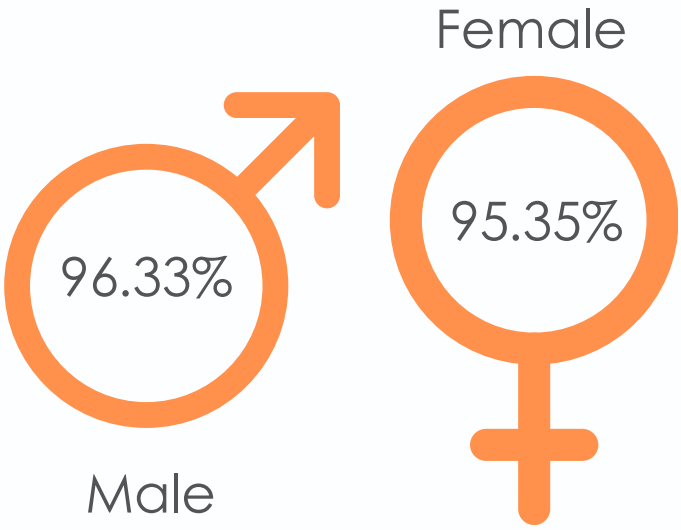
We have a set pay structure in our manufacturing areas and a structured and governed approach towards pay determination in other areas of the business. The compensation policy applied by the ITP Aero Group is established in an objective manner, with no discrimination on the basis of gender. Remuneration is set taking into account mainly the qualification, experience of the professional and the responsibility according to the role in the company, as well as the achievement of objectives.

Bonus

In the UK we have a bonus scheme in place for all levels of employees which is shown in the high level of proportion receiving a bonus. The data is representative our population where we have a lower female population but a higher % of women in leadership roles which attracts a higher on target bonus and a long-term incentive plan.

Proportion of employees receiving a bonus

In 12 months preceding 5 April 2023



Pay quartiles across ITP Aero's employees

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Male	92.18%	96.07%	97.21%	91.01%
Female	7.82%	3.93%	2.79%	8.99%

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

We are focusing on STEM events at local schools, the apprentice scheme and how we can encourage more female applicants and reviewing our adverts to attract more women to apply and focusing on female hires across all levels.

Our Commitment to Diversity, Equity and Inclusion (DE&I)

ITP Aero will launch in 2024 several initiatives aimed at assessing our level of DE&I maturity through various sources: results of the 2023 global survey, data analysis, review of people processes and a dedicated survey on DE&I among a sample of ITP Aero employees from different countries. The results, together with the data we will obtain from the international benchmarking we are conducting, will help us to identify global and local actions to further enhance DE&I at ITP Aero.

In ITP Aero UK, we have a committee focused on the development of DE&I for our UK employees.

I confirm the data reported is accurate .

Ian Williamson, Managing Director