ITP Aero UK
Gender Pay Report 2025

V1. January 2026

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 together with professional and personal development opportunities for 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 and on target bonus. There is also a higher proportion of male apprentices who are progressing through entry-level pay bands as part of their development.

Proportion of women in the workplace

In April 2025 ITP Aero had 773 employees. 6.60% were women.

Pay

	Mean	Median
Hourly Pay	-0.4%	0.00%

Table 1. Hourly pay difference at 5 April 2025.

On average, women earn slightly more than men (a negative percentage means women's pay is higher), but the median is equal, meaning the midpoint pay for men and women is the same.
The negligible hourly pay gap reflects our structured approach to pay determination.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	90.1%	96.9%	96.3%	90.6%
Female	9.9%	3.1%	3.7%	9.4%

Table 2: Pay quartiles across ITP Aero's employees

Women are underrepresented in the middle quartiles due to the predominance of men in production and engineering roles.

Bonus

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

Male	Female
97.9%	92.2%

Table 3: Proportion of employees receiving a bonus in 12 month preceding 5 April 2025

Bonus differences are influenced by leadership representation and incentive structures.

	Mean	Median
Bonus	-25.6%	28.4%

Table 4: Bonus difference between women and men at 5 April 2025

The mean gap shows that, on average, women receive higher bonuses than men because leadership roles (where women have proportionately greater representation) attract larger bonuses.
The median value shows men receive higher bonuses than women owing to the higher proportion of men in the business.

Underlying Factors

- Workforce composition: Only 6.6% of employees are women.
- Leadership skew: Women in leadership roles pull the mean pay and bonus figures upward.
- Quartile distribution: Women are underrepresented in middle quartiles, which affects median calculations.

Looking to the Future

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 have reviewed our recruitment process; in doing so we have made the language more inclusive to encourage greater numbers of female applicants at all levels of the business.

Our Commitment to Diversity, Equity and Inclusion

In 2024 we launched several initiatives aimed at assessing our level of DE&I maturity through various sources: results of the 2024 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 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 called Be You which has been rolled out globally. In 2025 the UK Be You team were finalists in the company's internal Magic of Flights awards demonstrating the organisation's commitment to DE&I.

I confirm the data reported is accurate.

Ian Williamson, Managing Director