

Gender Pay Gap 2020/21

Radius Aerospace UK Ltd



Executive Summary

The change in our Gender Pay Gap continues to move positively and shows improvement against the national average.

In each area of pay, from our lowest to highest hourly paid employees, we have shown excellent progress in closing the gap between our male and female colleagues.

We are constantly making efforts to decrease the gap between the Median and Mean pay for our staff, and continue to try wherever possible to ensure we are seen as an employer that understands the challenges, and is willing to take action to resolve them long term. As an example, our Median hour pay for women is 13% higher than our men's pay.

We have also continued to hire and promote more women into key site roles, including senior management across the two Radius UK facilities, but remain acutely aware that high performing women in the Aerospace industry are in high demand, making this a difficult task to accomplish. But at Radius, we recognise that a workforce that has the right gender balance is vital to our ongoing success.

With this firmly in our sights, I am confident we will continue to work towards a balanced business in terms of pay and gender for all of our colleagues.



Kevan Donohoe

A handwritten signature in black ink, appearing to read 'Kevan Donohoe', written in a cursive style.

President, Europe



The Gender Pay Gap

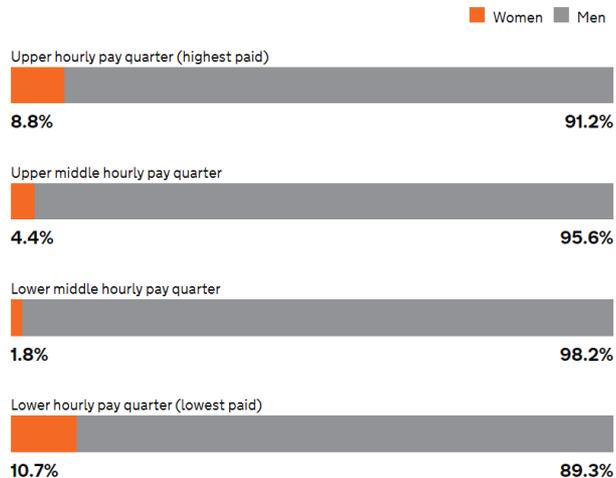
This report shares our gender pay gap data for the 12 months to 5th April 2021.

This has been calculated using the pay data for the 350 Radius Aerospace UK Ltd employees on this date
330 men and 20 women.

2019/20

The percentage of women in each pay quarter

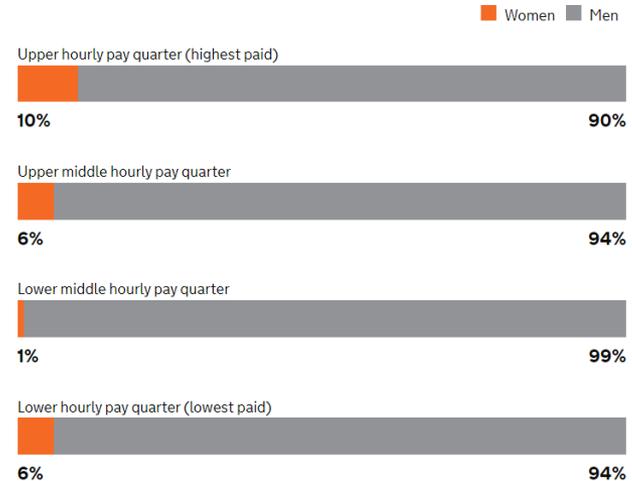
In this organisation, women occupy 8.8% of the highest paid jobs and 10.7% of the lowest paid jobs.



2020/21

The percentage of women in each pay quarter

In this organisation, women occupy 10% of the highest paid jobs and 6% of the lowest paid jobs.





What is the Gender Pay Gap?

The gender pay gap measures the difference between men and women's average pay within a business or organisation, regardless of their role or work level. This is different to equal pay, which compares the pay of men and women who perform the same role or roles of equal value.

There are two ways we must report and calculate our gender pay gap - as a median percentage and as a mean percentage.

Median:

The median is the figure that falls in the middle of a range when all hourly pay is stacked from lowest to highest. The median gender gap is the difference between the middle figure for all women's hourly pay and the middle figure for all men's hourly pay.

Mean:

The mean is the average figure when you consider the hourly pay for all men and all women. The mean gender pay gap is the difference between the average hourly pay for all women and the average hourly pay for all men.



Mean & Median Result

Gender Pay Gap – Median

-13%

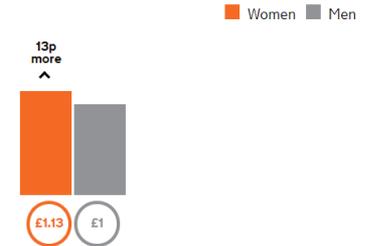
Gender Pay Gap – Mean

3%

	2019/20	2020/21
Average Female hourly rate	£17.87	£17.49
Average Male hourly rate	£18.30	£18.03
Difference in hourly rate	0.43p	0.54p
Mean Gender Pay Gap	2.4%	3%
Median Female hourly rate	£17.73	£18.23
Median Male hourly rate	£17.23	£16.10
Difference in hourly rate	0.50p	£2.13
Median Gender Pay Gap	-2.9%	-13%

Hourly pay gap

In this organisation, women earn £1.13 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 13% higher than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 3% lower than men's.

On the snapshot data of 5th April 2021 Women earned £1.13 for every £1 that men earned when comparing **Median** hourly pay. On this date Women's **median** hourly pay is 13% higher than men's.

When comparing average (**mean**) hourly pay, women's average hourly pay was 3% lower than men's on the snapshot.

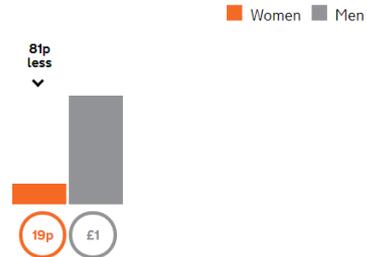


Bonus Pay Gap

2019/20

Bonus pay gap

In this organisation, women earn 19p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 80.8% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 79.9% lower than men's.

Who received bonus pay

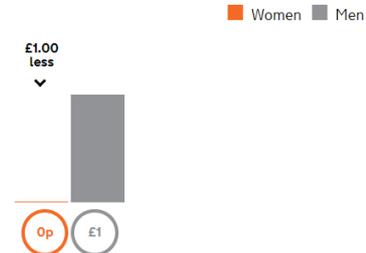
3.4% of women

1.7% of men

2020/21

Bonus pay gap

In this organisation, women earn 0p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 100% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 100% lower than men's.

Who received bonus pay

No women received a bonus.

3% of men