Bombardier

Bombardier Services (UK) Limited Gender Pay Gap

2023 Report

Pursuant to the United Kingdom's legislation, any employer with 250 or more employees must report and publish their gender pay gap data. The following report details Bombardier Services (UK) Limited's gender pay gap data for 2023.

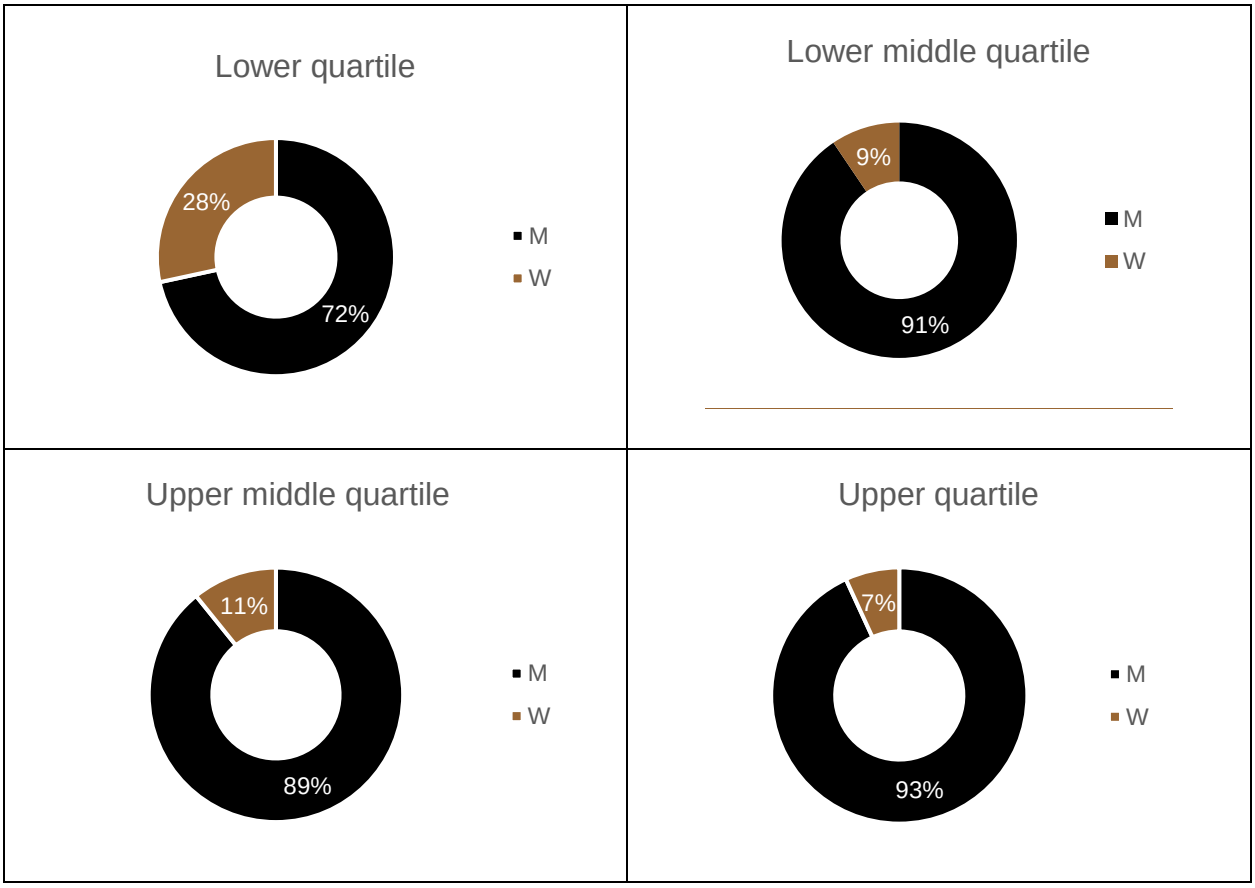
Our gender hourly pay gap

Our report shows that as of April 2023, our mean gender pay gap is 24.0% and our median is 23.7%.

The underlying reason for our gender pay gap is driven by the strong representation of men in specific positions such as Maintenance Technicians and Avionics Technicians. When these workers are excluded from our analysis, our mean pay gap reduces to 13.9% and our median to 10.1% which is under the national average of 14.3%[1].

2023 Hourly Pay Difference		
	Mean	Median
All Employees	24.0%	23.7%
Excluding Aircraft Technicians[2]	13.9%	10.1%

Proportion of men and women per quartile



[1] Office for National Statistics (ONS), released 1 November 2023, ONS website, statistical bulletin, Gender pay gap in the UK: 2023

[2] Aircraft Technicians including Maintenance and Avionics Technicians

Causes of our gender hourly pay gap

We found a strong representation of male Maintenance and Avionics Technicians in the upper pay quartile. Maintenance and Avionics technicians represent close to a third of our workforce and there is only one woman currently occupying this position. These positions are more likely to get premiums due to the type of work and license required to work on an aircraft. This increases the basic pay amount of these workers, widening our pay gap between men and women. When these technicians are excluded from our gender pay gap figures, our mean pay gap reduces to 13.9% and 10.1% for the median, under the national average of 14.3%.

Our bonus pay gap

Our mean bonus gap is -5.6% and our median bonus gap is -61.7%, which means that women received a higher bonus payment than men.

Our bonus gap is predominantly driven by two factors:

1. Permanent employees are eligible to a short-term incentive bonus that is prorated based on the time worked during the year. For the year 2023, 62.3% of the men compared to 86.7% of the women had been at the company for the full year and were eligible to their entire short-term incentive bonus.
2. The company's incentive target varies according to a standardized position grid considering the eligibility to overtime and managerial roles. Positions that are non-overtime eligible have a higher short-term incentive target and currently, there are more women in these types of position within the Company.

How we are addressing these differences

Bombardier aims to offer the same conditions to its employees regardless of their gender. In that sense, we have a job architecture and salary scale structure in place in order to regulate the salary of our employees. That being said, the main driver of our pay gap is the representation of our workforce in certain types of positions.

Recruitment and outreach

Conscious of the worldwide impact of gender inequalities, the company has initiated targeted outreach and recruitment efforts to encourage more women to pursue careers in a traditionally male-dominated industry, aiming to diversify its workforce and address gender disparities.

By implementing policies and practices that promote gender diversity and inclusion, such as mentorship programs, apprenticeship schemes and flexible work arrangements, the company is committed to fostering an inclusive environment by breaking down barriers and creating pathways for women to excel in positions traditionally dominated by men.

We acknowledge that reducing the gender pay gap is a long-term journey and we know that demonstrating a commitment to accommodating diverse needs and priorities will make the company more attractive to female candidates.

By establishing internships and mentorship programs, we can provide hands-on experience, professional guidance, and networking opportunities to help all our students, including female students succeed in the industry.

This therefore emphasizes the importance of diversity and inclusion in fostering innovation and driving success within the company in particular and in the aviation industry as a whole.

Leadership representation

The company also has implemented targeted initiatives aimed at increasing female representation on its Board of Directors, resulting in a significant rise from 31% in 2022 to 38% as of December 31, 2023.

Through proactive recruitment strategies and fostering a supportive working environment, the company has successfully nominated five women out of thirteen for election to its Board of Directors, signaling a commitment to gender diversity and inclusion.

Bombardier also enrolls women to the *A Effect* program. This external program has the mission to propel female ambition, which helps Bombardier achieve a greater representation of women in management positions in the years to come.

By showcasing successful women currently working in senior roles within the company to our interns, we highlight female role models, hence offering opportunities for prospective female candidates to meet and network with these role models to help inspire and encourage them to pursue similar career paths.

By continually assessing and addressing gender disparities, the company demonstrates its dedication to creating opportunities for women within leadership roles, ultimately striving towards greater gender equality across all levels of the organization.