

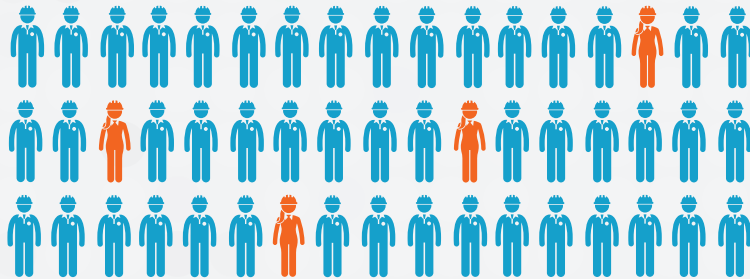
Space Engineering Services

Gender Pay Gap

The gender pay gap is the difference in the average earnings between men and women, regardless of the roles they do. Gender pay differs from 'equal pay', which looks at pay differences between people carrying out the same or comparable work.

Our analysis suggests that our gender pay gap stems from factors which are common to our industry, and not from equal pay issues, including:

Less female representation in our industry



Engineering sector

Bonuses

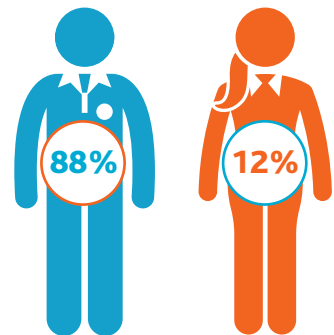
Proportion of women receiving a bonus: **0.00%**

Proportion of men receiving a bonus: **0.80%**

Mean Bonus Gender Pay Gap **100.00%**

Median Bonus Gender Pay Gap **100.00%**

Our
current
gender
split is:



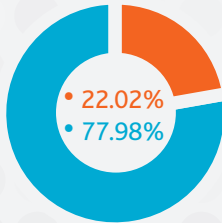
Gender Pay - Hourly Rate

Difference in hourly rate between men and women	Mean Average	Median Middle
Male hourly rate compared to female Both averages are reducing meaning that the gender pay gap is reducing at Space Engineering Services	21.51% higher	27.46% higher

Quartile Pay Band Distribution

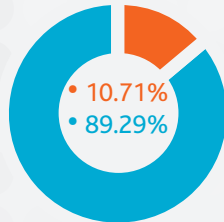
Quartile pay band distribution is calculated by ranking the hourly rate of all employees from the highest to the lowest paid, dividing this list into four equal parts and working out the percentage of male and female representation in each of the four parts.

Lower quartile
(lowest earners)



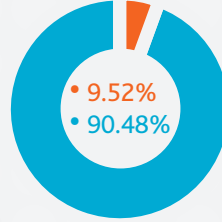
The hourly rate for females in this quartile is **3.34%** higher than males

Lower middle quartile



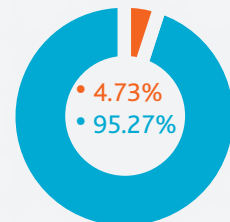
The hourly rate for females in this quartile is **3.57%** lower than males

Upper middle quartile



The hourly rate for females in this quartile is **2.73%** lower than males

Upper quartile
(highest earners)



The hourly rate for females in this quartile is **6.00%** lower than males

- This data broadly supports the view that a key driver in our gender pay gap is the lower proportion of women across all levels (and therefore pay quartiles) of our business
- The data also shows that our average hourly rates in the lower quartile are higher for females than their male counterparts

How we're closing the gap

We believe in job opportunities for everybody regardless of gender. But we can and should challenge ourselves to be more inclusive. **We will.**



Continue to attract, develop and nurture females in engineering based roles both at the recruitment stage and once they're part of our team through succession planning



Train our people as mentors to support those new to the industry and our company



Equip and empower our leaders to drive inclusion, encouraging our female employees to develop their skills through industry trade associations and network groups



Continue to welcome people from all nationalities



Continue to improve our facilities to ensure that all our sites are appropriate for all employees

I confirm that this information is accurate.

Charles Murphy

Finance Director

Space Engineering Services Limited