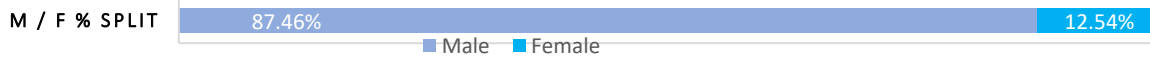


Space Engineering Services Gender Pay Gap Report

Difference in hourly rate between men and women	Mean (Average)	Median (Middle)
Male hourly rate compared to female	21.18% higher	29.31% higher

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.

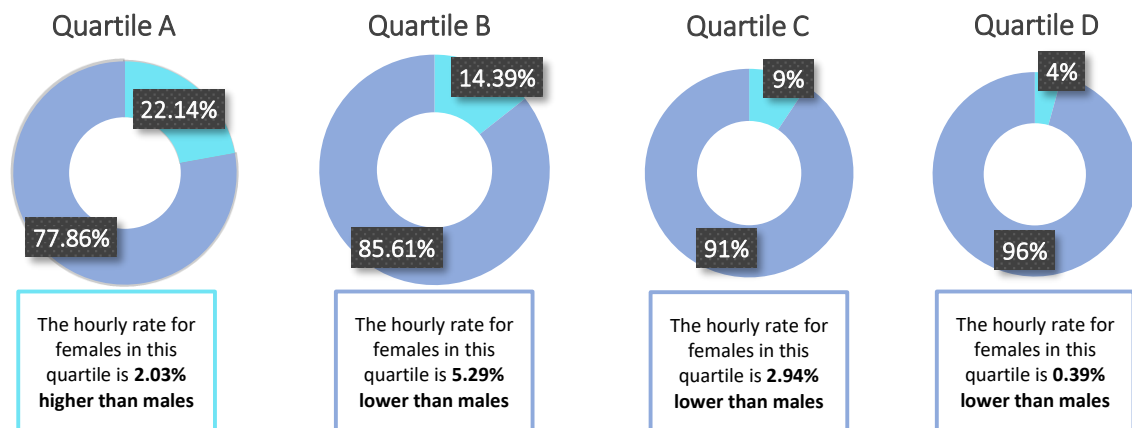
Our analysis suggests that our gender pay gap stems from factors which are common to our industry, and not from equal pay issues, including less female representation in our industry.



Proportion of women receiving a bonus: 0.00%
Proportion of men receiving a bonus: 0.20%

Mean Bonus Gender Pay Gap: 100%
Mean Bonus Gender Pay Gap: 100%

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



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

I confirm that this information is accurate.

Charles Murphy
Finance Director