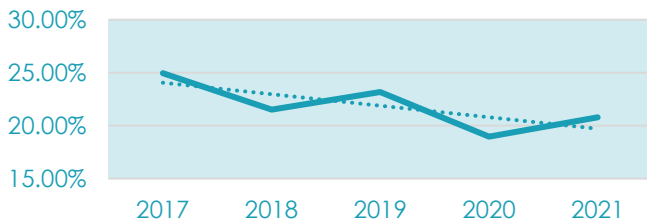


2021
Report

Space Engineering Services Gender Pay Gap Report

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.

Mean Hourly Pay Gap %



Over the past 5 years, there has been a clear overall trend of the gender pay gap at Space Engineering Services decreasing

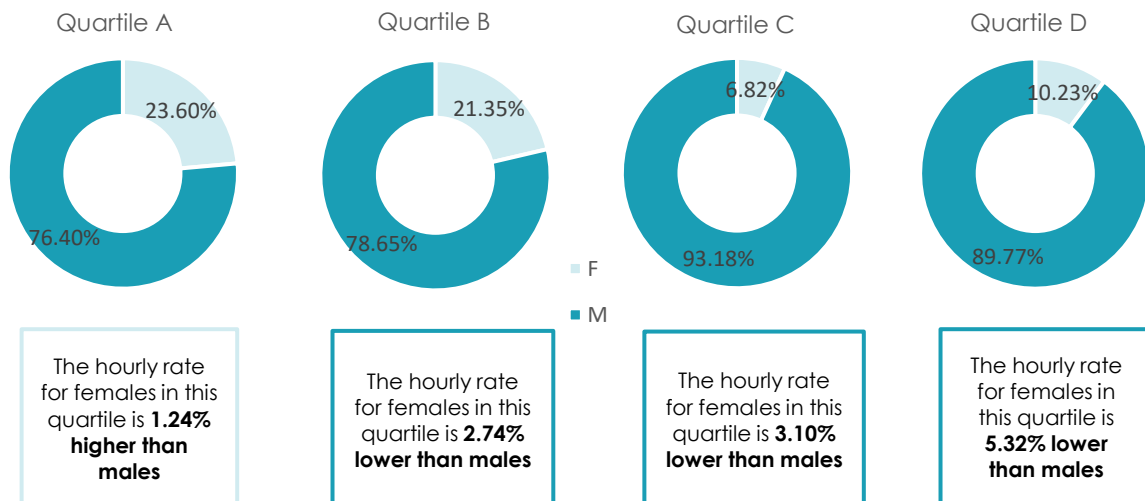
Percentage difference between male and female hourly rate:

Mean (average): male is 20.79% higher
Median (middle): male is 23.71% higher

Proportion of women receiving a bonus: 18.00%
Proportion of men receiving a bonus: 14.00%

Mean Bonus Gender Pay Gap: -13.64%
Median Bonus Gender Pay Gap: 0.00%

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 representation in each of the four parts.



The Space Engineering Services workforce is made up of:

Female
15.54%

Male
84.46%

I confirm that this information is accurate.

Braden Harris