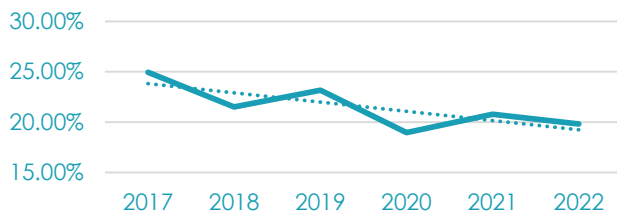


**2022
Report**

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

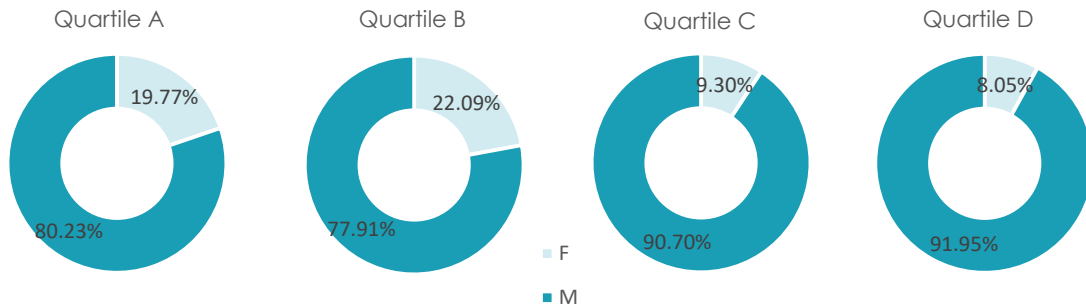
Percentage difference between male and female hourly rate:

Mean (average): Female is 19.81% lower
Median (middle): Female is 23.48% lower

Proportion of women receiving a bonus: 19.00%
Proportion of men receiving a bonus: 14.00%

Mean Bonus Gender Pay Gap: 23.49%
Median Bonus Gender Pay Gap: 25.00%

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 hourly rate for females in this quartile is **3.54% lower than males**

The hourly rate for females in this quartile is **5.64% lower than males**

The hourly rate for females in this quartile is **1.75% higher than males**

The hourly rate for females in this quartile is **7.27% lower than males**

The Space Engineering Services workforce is made up of:

Female
14.78%

Male
85.22%

I confirm that this information is accurate.

Braden Harris
Finance Director