

2017 Gender Pay Gap Report

Goodrich Actuation Systems Limited

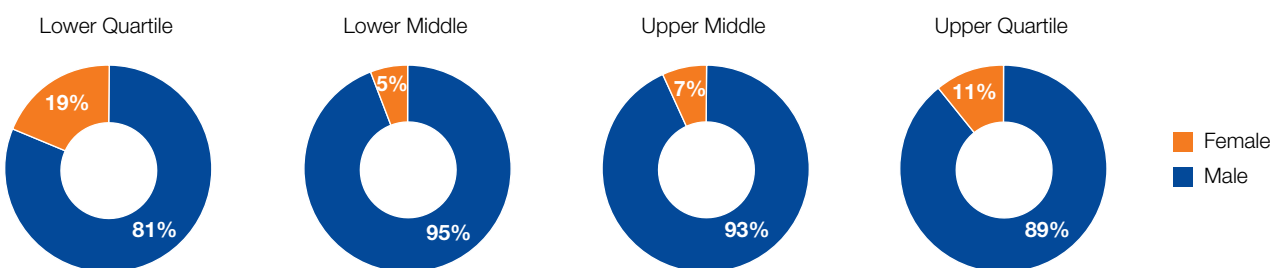
Goodrich Actuation Systems Ltd, a UTC Aerospace Systems company, is a global leader in actuation design and manufacturing for commercial and military aircraft. Its products range from single actuators to complete flight control systems, for the fixed wing, rotorcraft and missile segments as well as fly-by-wire cockpit controls cabin equipment, trimmable horizontal stabilizer actuators and flight safety parts for helicopters. Actuation Systems Ltd employed 1,133 relevant employees on the 5th April 2017 snapshot date - 1009 (89%) of which are male and 124 (11%) are female.

Our statistics

	Mean	Median	Manufacturing Benchmark Comparator Mean *ONS Data	Manufacturing Benchmark Comparator Median *ONS Data
Pay Gap	0.9%	4.6%	17.4%	21.9%
Bonus Gap	-4.90%	-87.1%	42%	15%

Proportion of Employees Receiving a Bonus	
Male	97.8%
Female	95.2%

The proportion of males/females in each quartile:



Commentary:

- Actuation Systems Ltd mean Gender Pay Gap (0.9%) is significantly lower than the UK average of (18.1%)* and the Manufacturing mean of (17.4%)* Office of National Statistics (ONS)
- Interest in STEM education and professions among women continues to drive a lower representation of women in the Aerospace industry, however the organisation has launched a number of initiatives to support our diversity agenda including:
 - UTC has targeted gender parity in leadership positions by 2030 – joining Paradigm for Parity Coalition: [click here](#)
 - UTfleX – a pilot programme to promote flexible working across the business: [click here](#)
 - Partnership with Women in Science & Engineering (WISE)
 - Delivering Managing Inclusion & Conscious Inclusion training for UK managers by the end of 2018
 - Creating Women in Aerospace Networking Groups with a target of 2 by the end of Q1 2018

I confirm the data reported is accurate.

Peter Ross
Director
Goodrich Actuation Systems Ltd

22 March 2018