

2017 Gender Pay Gap Report

Atlantic Inertial Systems Ltd

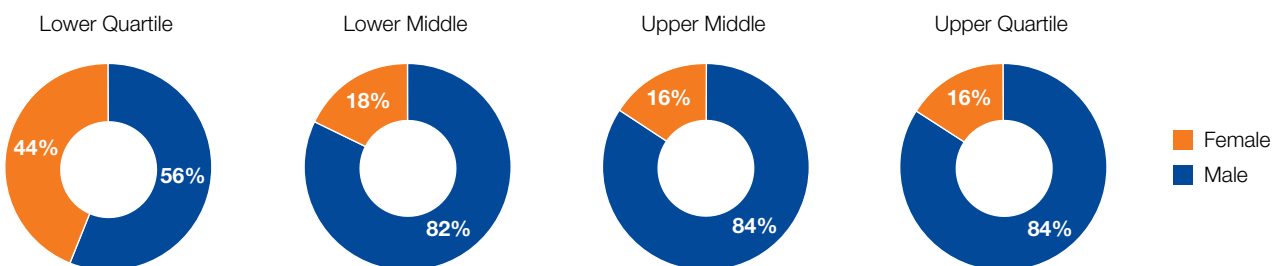
Atlantic Inertial Systems Ltd, a UTC Aerospace Systems company, is a market leader in inertial technology. Its products include a broad portfolio of Micro Electro-Mechanical Systems (MEMS) inertial sensors and inertial measurement units, used in a range of Precision Guided Munitions, complimented by our TERPROM® Predictive Ground Proximity Warning system which is used on over 5000 military aircraft worldwide. Atlantic Inertial Systems Ltd employed 261 relevant employees on the 5th April 2017 snapshot date - 199 (76%) of which are male and 62 (24%) are female.

Our statistics

	Mean	Median	Manufacturing Benchmark Comparator Mean *ONS Data	Manufacturing Benchmark Comparator Median *ONS Data
Pay Gap	18.1%	23.7%	17.4%	21.9%
Bonus Gap	41.1%	-8.3%	42%	15%

Proportion of Employees Receiving a Bonus	
Male	8.5%
Female	4.8%

The proportion of males/females in each quartile:



Commentary:

- Atlantic Inertial Systems Ltd mean Gender Pay Gap (18.1%) is in line with the UK average of (18.1%)* 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.

Stuart Barnes
Director
Atlantic Inertial Systems Ltd

22 March 2018