

2017 Gender Pay Gap Report

Goodrich Control Systems

Goodrich Control Systems, part of UTC Aerospace Systems, includes the three business units detailed below. Goodrich Control Systems employed 635 relevant employees on the 5th April 2017 snapshot date - 455 (72%) of which are male and 180 (28%) are female.

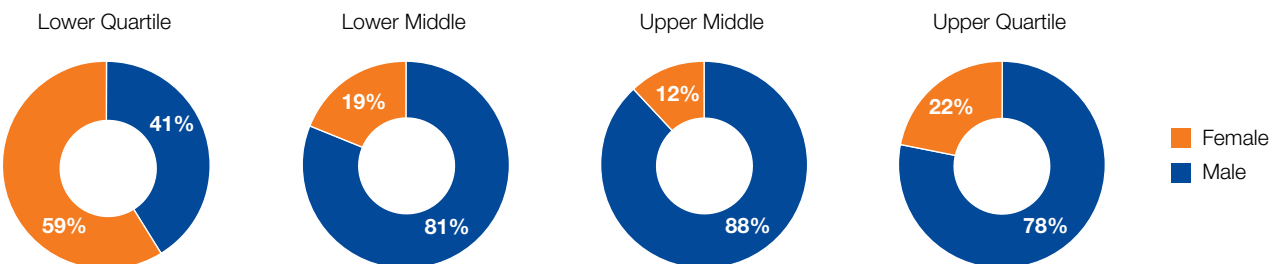
1. Engine Control Services Marston Green is a maintenance, repair and overhaul facility for electronic and hydro mechanical fuel control systems. The facility also operates a centre for global spare parts distribution.
2. Motor Drive Systems is a specialist engineering and manufacturing site for high performance electric motors and power electronics. Responsibilities include technology development, product development, low rate initial production and in-service logistical and technical support.
3. UTC UK Corporate and our European Finance Shared Service centre responsible for the execution of specialised finance related services across the UTAS organisation.

Our statistics

	Mean	Median	Manufacturing Benchmark Comparator Mean *ONS Data	Manufacturing Benchmark Comparator Median *ONS Data
Pay Gap	18.0%	24.2%	17.4%	21.9%
Bonus Gap	21.7%	25.1%	42%	15%

Proportion of Employees Receiving a Bonus	
Male	91.2%
Female	82.2%

The proportion of males/females in each quartile:



Commentary:

- Goodrich Control Systems mean Gender Pay Gap (18.0%) 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.

Susan McKenna
Director
Goodrich Control Systems

22 March 2018