

2017 Gender Pay Gap Report

Rohr Aero Services Ltd

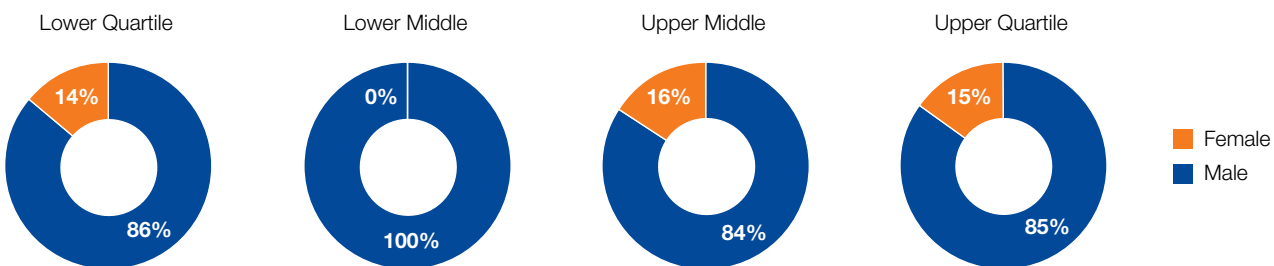
Rohr Aero Services Ltd, a UTC Aerospace Systems company, is a Prestwick based Service Centre specialising in the maintenance, repair and overhaul (MRO) of aircraft engine nacelle systems; Thrust Reverser, Inlets and EBU/QEC Components, Multiple Autoclaves & Inventory Management. Its customer base is extensive, providing support to both small and large aerospace operators. Rohr Aero Services Ltd employed 300 relevant employees on the 5th April 2017 snapshot date - 266 (89%) of which are male and 34 (11%) are female.

Our statistics

	Mean	Median	Manufacturing Benchmark Comparator Mean *ONS Data	Manufacturing Benchmark Comparator Median *ONS Data
Pay Gap	-2.6%	-8.6%	17.4%	21.9%
Bonus Gap	-3.1%	-35.4%	42%	15%

Proportion of Employees Receiving a Bonus	
Male	10.2%
Female	5.9%

The proportion of males/females in each quartile:



Commentary:

- Rohr Aero Services Ltd mean Gender Pay Gap (-2.6%) 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.

Andrew Hodge
Director
Rohr Aero Services Ltd

22 March 2018