

2017 Gender Pay Gap Report

HS Marston Aerospace Ltd

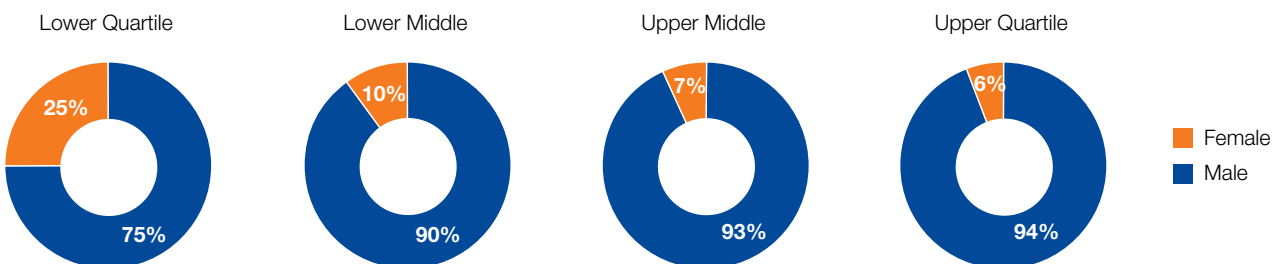
HS Marston Aerospace Ltd, a UTC Aerospace Systems company, provides a wide range of heat transfer and fluids management products and services for the military and commercial aerospace markets, motorsport and electronics industries. Its ability to provide customers with an integrated approach to the development of value added systems, subsystems and equipment has made us a leader in heat transfer and fluids management systems. Industry leading developments continue to keep the company at the forefront of aerospace technology and we are currently part of some of the major new programmes in the industry including A320NEO, C-Series, MRJ and 787. Today, we operate as an autonomous business unit within UTC Aerospace Systems, Electric, Environmental & Engine Systems. HS Marston Aerospace Ltd employed 357 relevant employees on the 5th April 2017 snapshot date - 315 (88%) of which are male and 42 (12%) are female.

Our statistics

	Mean	Median	Manufacturing Benchmark Comparator Mean *ONS Data	Manufacturing Benchmark Comparator Median *ONS Data
Pay Gap	14.3%	11.3%	17.4%	21.9%
Bonus Gap	96.7%	30%	42%	15%

Proportion of Employees Receiving a Bonus	
Male	10.2%
Female	11.9%

The proportion of males/females in each quartile:



Commentary:

- HS Marston Aerospace Ltd mean Gender Pay Gap (14.3%) is below 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.

Michael Johans
Director
HS Marston Aerospace Ltd

22 March 2018