

2022 Gender Pay Gap Report

Mettis Aerospace is committed to providing equal pay for like for like roles based on competencies and ability, ensuring that all employees are paid fairly.

There still remains a gender split across manufacturing workforces not just in Mettis but across the UK. At Mettis, 10% of our employees are female. We continue to see an increase in female workforce within the organisation over the recent years (in 2020 9.1%, in 2019 6.7 %) and we continue to actively work on attracting more talented women into our business.

Pay and bonus gap

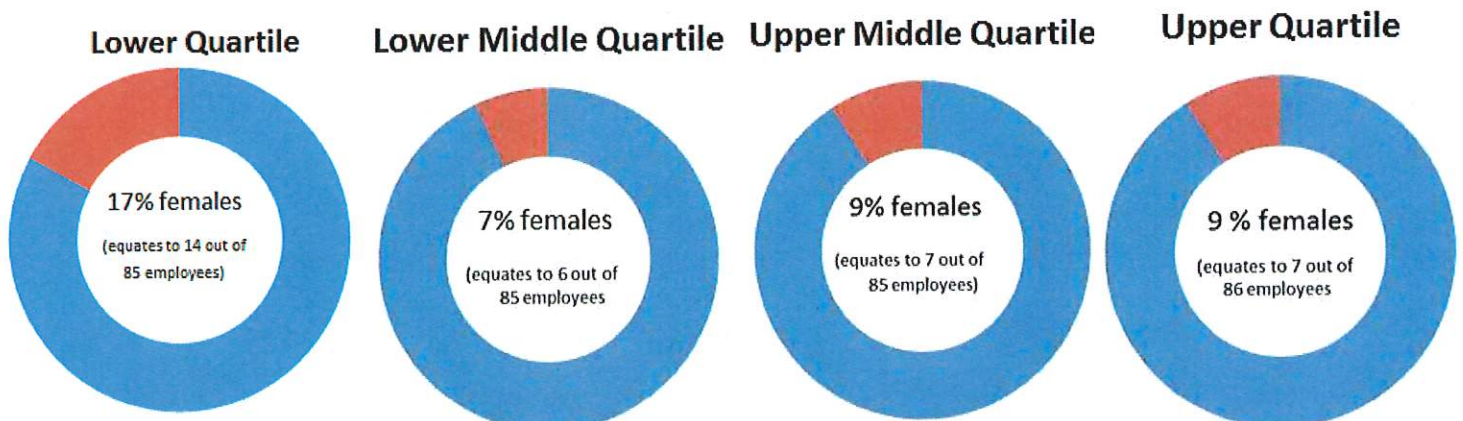
Difference between male and female		
	Mean	Median
Hourly fixed pay	7%	3.9%
Bonus Pay	NA	NA


The table above identifies our overall mean and median gender pay gap based on hourly rates of pay taken on 5th April 2021. According to median statistics, the gender pay gap is slightly in favour of males and the mean figure shows a small gap in the rates. However, this gap is not caused by gender bias. Mettis has a number of pay bands for each role and employees move up the bands based on competence alone. We have a robust and fair process for establishing competence and invest in the development of both our male and female employees, supporting them to move up the pay bands and achieve their career aspirations. Due to the unprecedented circumstances during 2021 and the impact Covid -19 had on the Aerospace industry, we had to downscale our workforce, which in turn also impacted the ratio of our working males and females.

No bonus was awarded during 2021.

Pay quartiles

With our pay levels divided into four groups (quartiles), the charts below show the percentage of male and female employees in each.



I confirm the data reported is accurate
 Signed: 
 Position: Chief Operating Officer