

Gender Pay Gap Report 2024

Mettis Aerospace is committed to providing equal pay. Employees identifying as male or female that perform equal work receive equal pay. Mettis Aerospace prides itself on practicing equal opportunities. We firmly believe in appointing the best suited candidates, regardless of their gender or any other factors as captured within the Equality Act 2010. All employees receive payment for the role they hold and performance of their duties, no other factors affects their remuneration.

There continues to be a gender split across company's workforces, which is not unique to Mettis Aerospace. This is especially noticeable within organisations such as Mettis that operate within the heavy manufacturing sector. At Mettis, we continue to work hard to attract female talent into the organisation and positively, we are seeing an increase in Mettis' employees identifying as female during 2024 being 9.3% (36 out of 540 employees), formally 8% in the period prior.

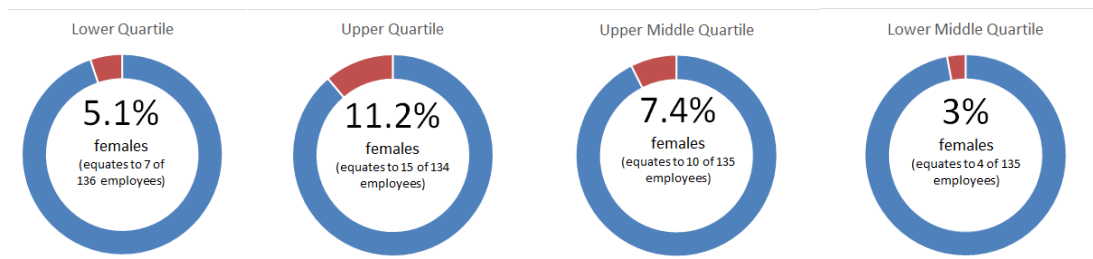
Pay and Bonus Gap

	Mean	Median
Rate of pay	-1.7%	-4.8%
Bonus Pay	N/A	N/A

The table above identifies our overall mean and median gender pay gap based on hourly rates of pay taken on 5th April 2024. According to median statistics, the gender pay gap is marginally in favour of females. Mettis has a number of pay bands for each role and employees move up the bands based on competence alone. Our pay and development framework continues to be developed to ensure a robust and fair process for establishing competence and investment in the development of both our male and female employees, supporting them to move up the pay bands and achieve their career aspirations. No bonus was awarded during the period.

Pay quartiles

With our pay levels divided into four groups (quartiles), the charts below demonstrate the percentage of employees identifying as male and female in the different quartiles.



I confirm the data reported is accurate.

Signed 

Position: Chief People Officer