



**MBDA UK
GENDER PAY
GAP REPORT
2023**

Statement from MBDA UK Managing Director



“ Since publishing our first Gender Pay Gap report in 2017, we have continued to make steady progress. I am pleased to share that in 2023, we have once again reduced our pay gap and increased female representation.

We know that diverse teams lead to better results and this reinforces the need for our gender ambitions. This is particularly relevant at MBDA UK, with global events demonstrating the importance of careers in defence.

I am proud of the UK’s initiatives that continue to inspire diversity in defence and support positive change. However, there is more to be done in order for us to reach our commitment to the Women in Defence Charter ambition of 30% female representation at all levels within the defence industry by 2030. This is also reflected in our Equality, Diversity and Inclusion ambitions, across MBDA Group.

I confirm that the data published in this report is correct, in accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017. ”

Chris Allam
Managing Director UK



30% by
2030

A balanced workforce is good for government and good for business, good for customers and consumers, for profitability and workplace culture, for promoting prosperity and stability, and for showing everyone matters in building stronger and more peaceful communities.

*Women in Defence
Charter Strategy*

INNOVATION



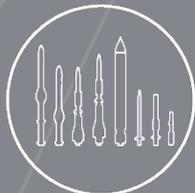
COMMITMENT



INTEGRITY



PASSION



TEAM SPIRIT



Gender pay gap reporting – methodology

What is gender pay gap reporting?

The methodology applied this year is the same as in previous years, showing the percentage difference in average pay and bonuses for all male and female employees. It does not take into consideration grades, skills or experience. It is important to note that this is different to *equal pay*, which is the legal obligation to pay men and women equally for the same, similar or equivalent work under the Equality Act 2010.

At MBDA UK, we are committed to ensuring that our employees are paid fairly and have equal opportunity to reach their full potential, regardless of their gender.

Why do we do it?

The UK Government introduced Gender Pay Gap Reporting in 2017, to support greater equality and representation regardless of gender. At MBDA UK, it is an important tool to help us identify and overcome barriers to gender balance and to inform ongoing actions to address these challenges.

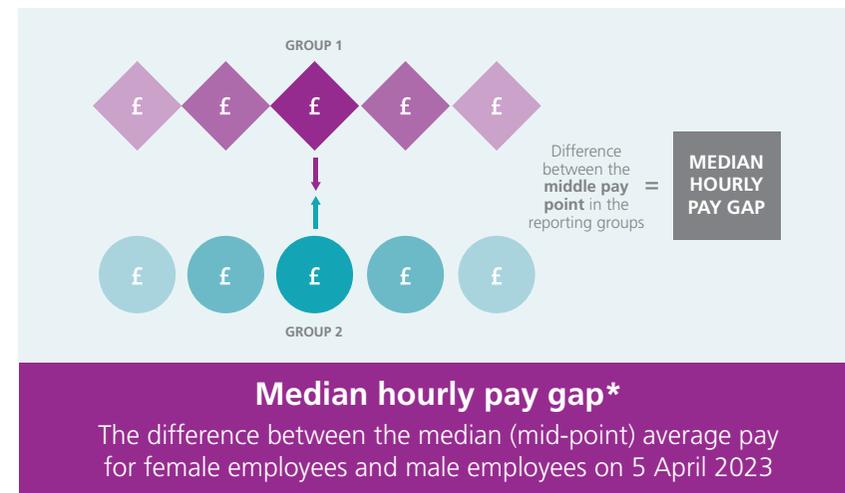
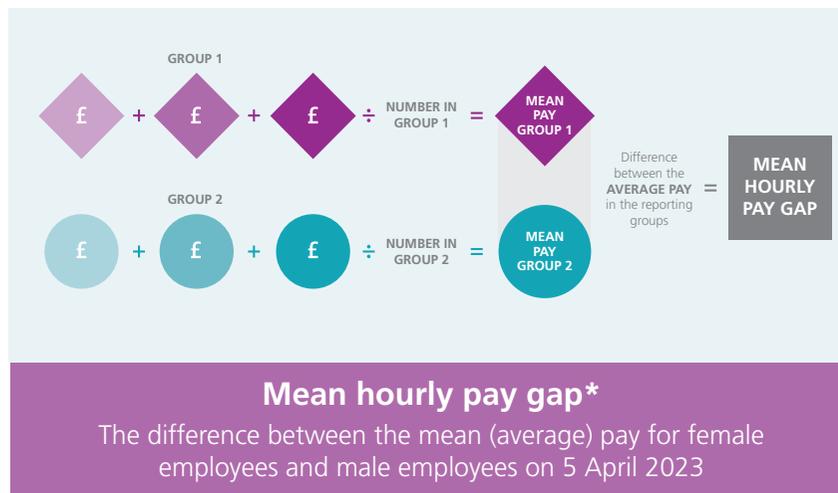


Gender pay gap reporting – methodology

Our approach for Gender Pay Gap reporting looks at the percentage difference in average pay and bonuses between female and male employees.

Hourly pay gap calculation

We look at the mean pay figures because it tells us the **average** pay within the pay group. This can be skewed by a small number of individuals at the top or bottom end of the pay group, so mean pay figures should not be the only factor considered when reviewing pay gaps. This is why we also look at the median pay figures, because it tells us the middle pay point within the pay group.



* Hourly pay: includes basic salary, allowances, salary sacrifice benefit deductions and any bonus payments in the April 2023 payroll. It excludes employees on leave with reduced pay, such as statutory maternity, paternity, adoption or shared parental leave, unpaid leave, long-term sickness or career breaks.

Gender pay gap reporting – methodology

Bonus pay gap calculation

We look at bonus payments over a 12 month period up to April 2023. This includes payments for performance, profit sharing and recruitment, such as employee referral.

Mean bonus pay gap**

The difference between the mean (average) bonus pay for female employees and male employees in the 12 months to April 2023

Median bonus pay gap**

The difference between the median (mid-point) average bonus pay for female employees and male employees in the 12 months to April 2023

Additional measures

We also report on bonus proportions and quartile pay bands. We look at the proportion of relevant employees who were paid bonus pay during the reporting period. Whilst all MBDA employees are bonus eligible, due to the timing of new employees joining the business and the reporting requirements, not all employees would have received bonus pay in the relevant time period.

For these measures, we have compared female and male employees.

Bonus proportions

The percentage of employees who were paid a bonus

Quartile pay bands

The proportions of employees in each 25% of the pay structure for their hourly pay rate



*** Bonus pay: includes payments for performance, profit-sharing and recruitment, such as employee referral. It does not take into account reduced bonus pay for new starters, part-time employee or career breaks.*

Analysis of our pay gap

Gender pay gap data

In 2023, our Gender Pay Gap has continued to decrease, an ongoing trend since we started reporting.

Our gender pay gap is a result of the higher proportion of male employees in comparison to female employees, particularly in senior positions, though we have seen progress in this area, as demonstrated by our pay quartiles (see page 7).

Female representation

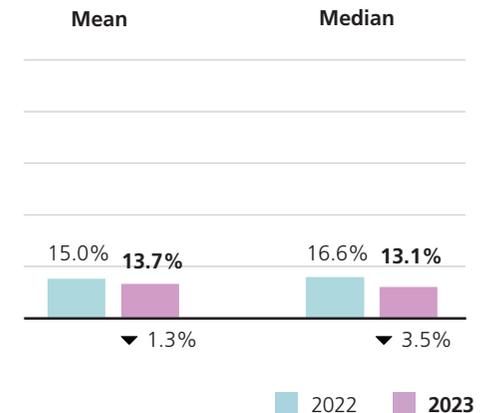
This data shows the MBDA UK female representation in 2022, with comparison to the previous reporting period.

2022	2023	Difference
20.9%	22.2%	▲ 1.3%

Hourly pay gap

This data shows the difference between hourly pay on 5 April 2023 between male and female employees, with a comparison to the same period last year.

The mean pay gap has improved by 1.3% and median has improved by 3.5%.

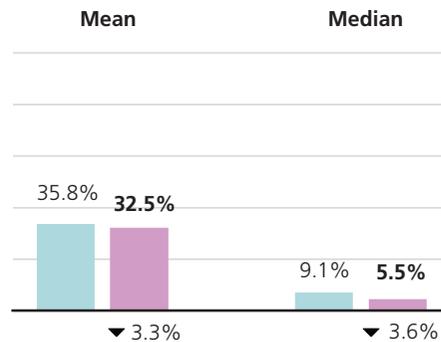


Analysis of our pay gap

Bonus pay gap

The difference in all bonus pay over a 12-month period between male and female employees, with a comparison to the previous year.

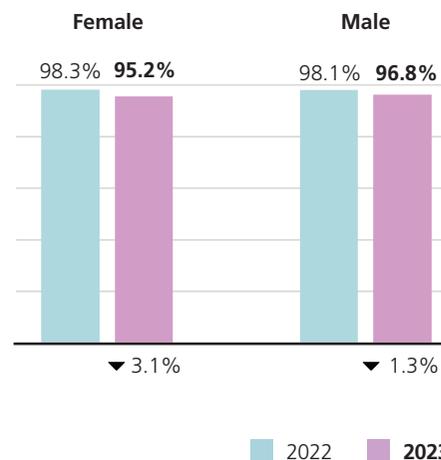
The mean pay gap has improved by 3.3% and median has improved by 3.6%.



Bonus proportions

The percentage of employees who received bonus pay. Employees by gender who received a bonus in the 12 months to 5 April 2023, compared with the same period in the previous reporting period.

All MBDA UK employees are eligible for an annual bonus scheme. Employees in the period who did not receive a bonus are new employees who joined after the end of the relevant bonus year (January to December 2022).



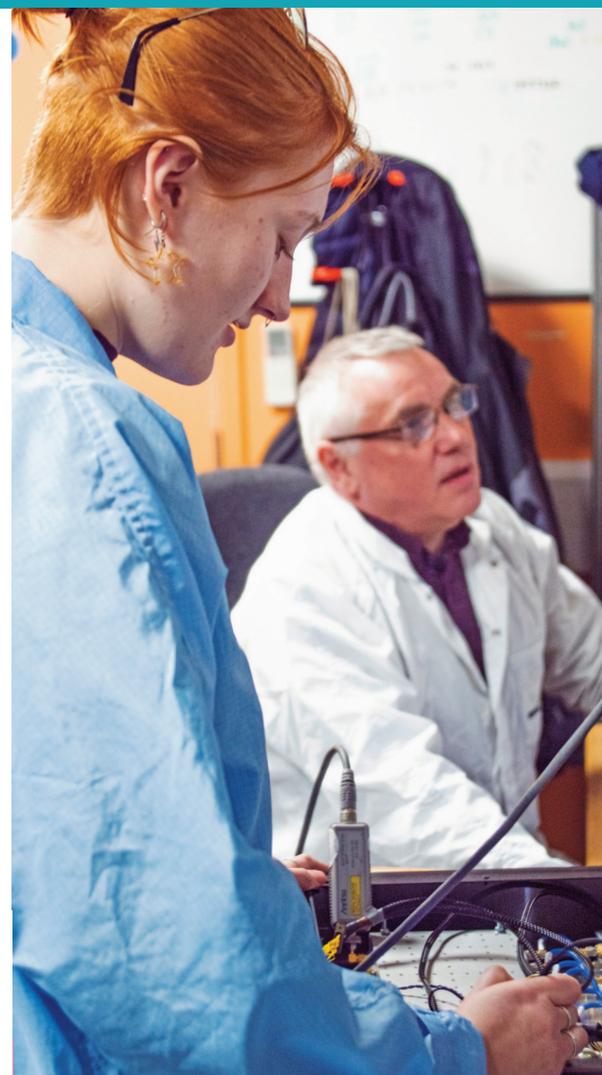
Analysis of our pay gap

Hourly pay quartiles

The pay quartiles show where employees are by gender in the hourly pay quartiles, including a comparison to the previous reporting period.

	Female representation %		Difference
	2022	2023	
Lower quartile	33.7%	34.5%	▲ 0.8%
Lower middle quartile	20.7%	21.6%	▲ 0.9%
Upper middle quartile	15.7%	16.8%	▲ 1.1%
Upper quartile	13.1%	15.1%	▲ 2.0%

This shows progress with increasing female representation, particularly in the upper quartile group. This demonstrates that our talent management and recruitment initiatives are supporting both progression and recruitment for female employees.



Supporting gender equality through our employee networks

In 2023, MBDA's employee network championing gender balance (GEN-EQ) celebrated their first 'birthday' since rebranding, led by co-chairs Fraser Chivers (Principal Mechanical Engineer) and Janett Sulieman (Principal Engineer).

In recognition of International Women in Engineering Day, GEN-EQ hosted a workshop in Bolton on allyship at work, and signposted a range of external talks and conferences.

Following the success of this event, GEN-EQ partnered with our People Management Committee to host a talk by UNMAS bomb disposal expert Bridget Forster, 'Blowing up the barriers to increased diversity – lessons in leadership from Sandhurst to Gaza'.

To conclude 2023, GEN-EQ continued to support raising awareness of men's health issues by sponsoring Movember.

In 2024, the focus will continue to be on raising awareness of the network and supporting MBDA's gender ambition of 30% female representation at all levels by 2030.



As sponsor of GEN-EQ, I am proud of the work that has been undertaken this year in support of gender balance and look forward to working collaboratively across the business throughout 2024.

Throughout 2023, GEN-EQ has continued to champion our gender equality initiatives, and it's encouraging to see MBDA UK's continued increase in female representation in our workforce, working to close the pay gap against all measures.

For me, in a business and industry that has historically been male dominated, each of us has a part to play in demonstrating allyship and being role models for inclusion in our teams. In 2023, our MBDA behaviours model was refreshed to include 'Works Inclusively' as a core behaviour, setting expectations for all employees of their role in a more inclusive MBDA.

Matt Beaumont
*Director of Mechanical Engineering
and Executive Sponsor GEN-EQ*



Supporting gender equality through our employee networks



Menopause Matters

**MENOPAUSE
MATTERS** at MBDA
EXCEPTIONAL | INCLUDED | YOU

Menopause Matters continues to support gender equality and in 2023, hosted a range of talks, drop-in sessions and lunch clubs, supporting those affected directly and indirectly. They raised awareness and provided resources through their Menopause Matters Library for all employees to access, alongside supporting International Women's Day, World Menopause Day, and Mental Health Awareness Week.

Parents & Carers

Parents & Carers supported gender equality in 2023 by providing a safe space for carers to network, share views, experiences and ask for support through their regular coffee mornings. Alongside this, they hosted a range of events that raised awareness for Children's Mental Health Week, Carers' Week, and partnered with our Neurodiversity at MBDA network to host 'From carer to a career'.

**PARENTS
& CARERS**
EXCEPTIONAL | INCLUDED | YOU

Supporting gender equality – our business priorities

Women In Defence mentoring programme

In 2023, we partnered with Women in Defence UK, joining their mentoring programme.

This is a unique cross sector opportunity where mentors and mentees from the defence public sector are matched with mentors and mentees from the defence private sector. We had 10 mentor and 10 mentee places available and encouragingly, we had a high number of employees keen to increase their knowledge of gender equity issues, become better advocates and drivers of change, wanting to develop their careers and help others do the same.



// I am very pleased to be part of the Women in Defence Mentoring Programme. I decided to join the programme as I saw it as an excellent opportunity to gain access to a Mentor specifically focused on supporting Women in Defence. This has enabled me to discuss the difficult conversations about how women are sometimes perceived differently within the workplace and how this can affect confidence and the way we work. My mentor was specifically chosen to be different from me which has helped to challenge my views and encourage me to tackle things differently. My mentoring experience is going very well, I feel like I have a cheerleader to support me and to push me to go further. I hope to achieve a greater awareness of myself and increase my confidence to allow me to be the best version of myself and so that I can do the best job possible. //

**Emma Daniels - Chief Platform Integrator –
Systems Design Airborne Systems, MBDA UK Mentee**

// Being selected to be a Mentor on the Women in Defence Mentoring Programme was an absolute honour. Whilst this ground breaking programme offers an opportunity for women to be supported as they navigate challenges, share knowledge, and gain different perspectives, it's certainly been a two way learning process for me; full of storytelling, listening, reflecting, advocacy, challenge and honesty to fully assist my mentee on her journey. It's a wonderful and strategically important activity for all, which provides another opportunity for MBDA to demonstrate it's Core Values. //

**Andy Allen - Head of Land Domain
and Mission 6, MBDA UK Mentor**

Supporting gender equality – our business priorities

Attraction and recruitment

MBDA continues to proactively seek to attract and recruit talented individuals of all genders, and to promote defence and engineering careers for women, with targeted initiatives including STEM returners, Code First Girls and target careers events,

STEM returners

Going in to 2024, MBDA is stepping up its commitment to improving gender imbalances across the defence sectors by launching a new programme to help professionals on a career break in returning to work. We will work with STEM returners to support 10 professionals into its Operations and engineering functions, across UK sites. This programme is part of our drive to achieve 30% female representation by 2030, and as 46% of the STEM returners pool of professionals are female, we are confident that will support increasing female representation.

Code First Girls

In 2023, MBDA signed up to Code First Girls, an organisation who help women learn to code through working with companies globally, helping to boost employability, diversity and social mobility, transforming local economies and communities. In the last 12 months, five candidates have joined MBDA, with further candidates joining in the future.





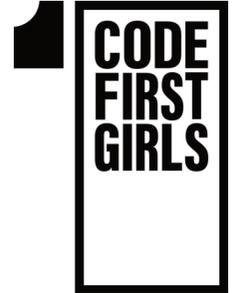
INVESTORS IN PEOPLE®
We invest in people Gold



INVESTORS IN PEOPLE®
We invest in wellbeing Gold



INVESTORS IN PEOPLE®
We invest in apprentices Gold



Contact us

MBDA UK Careers: <https://www.mbdacareers.co.uk> MBDA Group: <http://www.mbda-systems.com>

Government gender pay gap service: <https://gender-pay-gap.service.gov.uk>

