



**MBDA UK
GENDER PAY
GAP REPORT
2020**

Statement from MBDA UK Managing Director

Despite the challenges that we've all faced over the last 12 months as a result of the COVID-19 pandemic, MBDA UK has continued to take action to address our gender pay gap, which remains driven by the weighted distribution of male and female employees across different grades in the business.

We remain committed to addressing gender balance, equal opportunities for all and diversity across the board. Everyone within MBDA UK must feel valued, welcomed and part of the bigger team as well as the smaller team that they work in.

I am pleased to say that once again this year we have seen continued improvement in our gender pay gap data and our company gender balance, and by maintaining our commitments, progress is certainly being made.

However, although we are going in the right direction, we recognise that there is still more work to be done, and you can find more details of the various steps we have taken to improve further in this report. These include partnering with STEM returners to launch a pilot returners programme to welcome engineers back into the business following a career break, as well as supporting employees during the pandemic through our employee networks such as our gender balance network, SPACE2B, and our new Parents & Carers network.

I confirm 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



INNOVATION



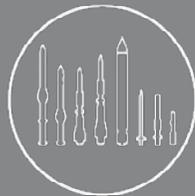
COMMITMENT



INTEGRITY



PASSION



TEAM SPIRIT



Our 2020 Gender Pay Gap data and context

Our pay gap in context

In our fourth year of publishing our gender pay gap data and reports, we are pleased to have made continued progress each year in reducing the difference in pay between male and female employees. The main cause of the pay gap remains how male and female employees are situated across our grading structure, with proportionally more male employees in executive positions and therefore higher average pay for male employees overall.

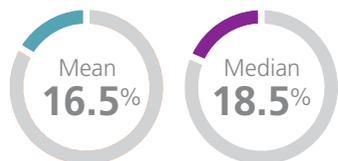
Since our first report in 2018, we have seen the difference between hourly pay for male and female employees decrease from 21.3% to 16.5%.

These positive changes continue to be shown in the percentage of employees who received a bonus, the bonus pay gap and the hourly pay quartiles. The impact of where male and female employees are in our grading structure is shown more strongly in the bonus pay gap, as there is a higher proportion of male employees in executive grades which have a different bonus scheme structure.

These changes demonstrate that the actions we are taking are having a positive impact on not only our pay gap data but our gender balance as an organisation. We also anticipate some of the actions we have taken and continue to take may take several years to have an impact, such as further developing our talent pipeline and our work on STEM outreach with schools and colleges.

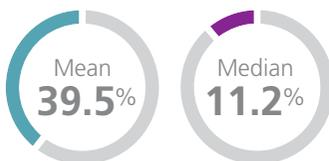
Hourly pay:

The difference in hourly pay on 5 April 2020 between male and female employees



Bonus pay:

The difference in all bonus pay over a 12 month period between male and female employees



Percentage of employees who received bonus pay:

Employees by gender who received a bonus in the 12 months to 5 April 2020



Hourly pay quartiles:

This shows where employees are by gender in the hourly pay quartiles

| Quartile | Male | Female |
|-----------------------|-------|--------|
| Lower quartile | 67.3% | 32.7% |
| Lower middle quartile | 79.4% | 20.6% |
| Upper middle quartile | 84.6% | 15.4% |
| Upper quartile | 88.2% | 11.8% |

Our actions to increase gender balance and diversity at MBDA

We recruit diverse talent

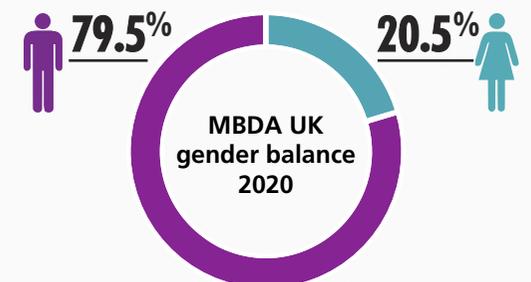
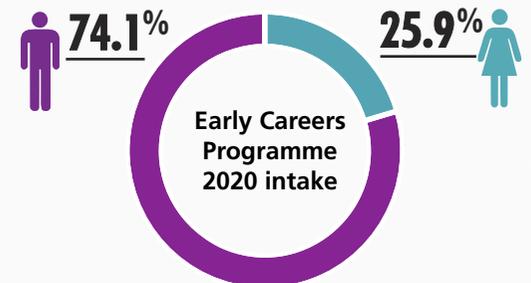
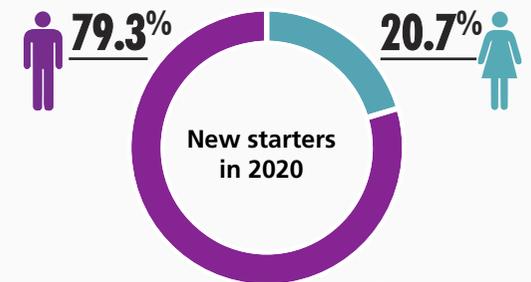
- We support women considering returning to work. In 2020 we partnered with STEM returners to launch a pilot returners programme to welcome engineers back into the business following a career break.
- We have taken positive action to ensure that our Early Careers Programme Assessment Centres have a gender balanced candidate shortlist.
- We moved our recruitment assessments online during the pandemic and have seen positive differences in the way male and female employees engage.
- We are happy to talk about part-time and flexible working with candidates and our employees. This is included in our roles advertised internally and externally.

We're building a diverse talent pipeline

- We continue to focus on improving gender balance and diversity specifically within our Engineering directorate through their diversity working group.
- Our Executive and Management Committee members mentor female employees from across our European National Companies.

We support our employees

- There has been a significant impact on everyone during the pandemic, and we recognise this has been keenly felt by those balancing caring responsibilities with work. As a business we put a range of options in place to support our employees, including increasing the amount of dependents leave available, encouraging use of different leave types, offering greater flexibility on working hours and more recently the ability to reduce working hours temporarily without a reduction in pay.



We create a sense of community

- Additional support during the pandemic has come through our employee networks, including our gender balance network, SPACE2B, and our Parents & Carers network (which was newly formed in 2020) as a community for people to share their experiences and resources, or ask for advice.
- Our other employee networks, such as Pride at MBDA, Menopause Matters and Mosaic (our network to champion ethnic diversity formed in 2020), have also supported our employees with many virtual events and safe spaces to share issues or ask for advice.

We are planning for the future

- In 2020 we started to explore sustainable, long term future ways of working, learning from the significant changes that we've experienced during the COVID-19 pandemic.
- 2021 will bring the further development and implementation of new and flexible ways of working that will benefit all of our people, our teams and our business.



Further pay gap reporting

We welcome further pay gap reporting and are in the process of exploring Ethnicity Pay Gap Reporting for MBDA UK, prior to this being introduced by the government. To support this, we encourage all employees to disclose their ethnicity via their employee profile on our people management platform.

You can find out more about gender pay gap reporting on the [government website](#). Access our previous reports [here](#).

We are a member of various organisations and take part in campaigns to increase our gender balance and inspire a broad range of people to consider a career in engineering.



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>

