

## **2023 Spirit AeroSystems (Europe) Limited UK Gender Pay Gap Report**

This report has been prepared in accordance with the legal requirements of The Equality Act 2010 (Gender Pay Information) Regulations 2017 which requires employers with 250 or more employees in England, Wales and Scotland to report annually on the gender pay gap within their organisation.

### **Introduction**

Spirit AeroSystems (Europe) Limited ('Spirit' or 'the Company') values our employees and the contribution they make. We pay all of our employees commensurate with the market for the position they are in and their unique skills and experience. Spirit employees enjoy a working environment where there are equal opportunities for everyone to fulfil their potential and contribute to the success of the business, irrespective of gender.

### **Nature of Business**

Spirit is the wholly owned subsidiary of Spirit AeroSystems, Inc., a global company. Spirit's customers include Airbus and Boeing. Spirit designs, develops, and manufactures complex structures for the aerospace industry. Spirit's manufacturing facility is located in Prestwick, Scotland.

Spirit had 982 Full Pay Relevant Employees at the snapshot date of 5<sup>th</sup> April 2022, comprising of various skill-sets including; design, engineering, transfer and project management skills, as well as a highly skilled manufacturing population.

The workforce is predominately male, with 94 female members of staff (9.6%) and 888 male members of staff (90.4%).

### **Gender Pay Calculations**

The Gender Pay Gap (the 'GPG') is a measure of the difference in the average pay of men and women – regardless of the nature of their work – employed by Spirit.

Annually, companies which employ more than 250 employees must report the following:

- Mean and Median GPG in hourly pay;
- Mean and Median bonus GPG;
- Proportion of men and women who receive a bonus; and
- Distribution of men and women across pay quartiles.

The GPG shows the difference between the mean (average) and median (mid-point) hourly earnings and bonus payments for both male and female employees, expressed as a percentage.

<b>Distribution of all employees across the pay quartiles (at April 5, 2022)</b>		
	Male	Female
Upper Quartile	87.04%	12.96%
Upper Middle Quartile	88.16%	11.84%
Lower Middle Quartile	98.78%%	1.22%
Lower Quartile	87.70%	12.30%

#### Gender Pay Gap in Hourly Pay:

- Mean Pay Gap: - 8.74 %. This means that the mean average hourly rate for female employees is -8.74% more than for male employees.
- Median Pay Gap: - 9.64% This means the median hourly rate for female employees is - 9.64% more than for male employees

In the 12 months preceding April 2022, 93.68% of males and 97.64% of females received a bonus.

#### Bonus GPG:

- Mean Bonus Gap: -28.45% Mean (average) female bonus earnings are -28.45% higher than male employees
- Median Bonus Gap:- 9.11% Median (middle) female bonus earnings are -9.11% higher than male employees.

#### Our Resin Transfer Moulding Spoiler Facility

Following the slow-down of the Aerospace Industry during the global pandemic, we continue to have a healthy backlog of aircraft orders across all our main manufacturing programs at Prestwick which is great news for the future outlook of our factory. That said and as a result of a combination of supply chain issues, particularly material availability from the Russia and Ukraine conflict, a reduction in available skilled resources to employ and attrition across many skillsets across our factory the period of growth and rate ramp up has been slower than predicted. There is a need to grow as our rates have increased, but the wider Aerospace industry is reacting slower to meet the demand. This means we need to recruit both manufacturing and support staff across many skillsets to be able to achieve the higher rates. The Prestwick site has become the single source supplier of Spoilers to our Airbus customer having repatriated the manufacturing process from Malaysia through 2021 and 2022. As we phased out the Malaysian product with the Prestwick product, the transition is complete and the Prestwick ramp up to full volume continues to mature as we strive to maintain our weekly and monthly targets towards a healthy buffer position. Over the

course of 2023 we will recruit a further 20 manufacturing employees to the Spoiler factory and over 20 manufacturing employees to the existing production areas coming from a mixed skill background.

Spirit are part of the wider Prestwick Aerospace manufacturing community and play an active part in the regions skilled manufacturing talent sector and remain committed to providing many exciting opportunities for people who would have previously been employed in a non-aerospace environment.

Les Carey  
General Manager  
Prestwick