



Rockwell Collins operates in the United Kingdom as B/E Aerospace (UK) Ltd. Operating from its manufacturing facility in Leighton Buzzard, Bedfordshire, the business supports the design and manufacture of aerospace monuments such as galley systems, flight crew rests and seating. The business employs 505 permanent employees across various disciplines, including Engineering, Operations, Procurement, Program Management, Quality, Finance, Human Resources and Sales and Marketing.

Under the legislation that came into force in April 2017, we are required to publish our gender pay gap. It is not about equal pay for men and women doing the same job. The gender pay gap takes into account all jobs, at all levels and all salaries within the organisation.

As an equal opportunity employer, we ensure that no job applicant or employee receives less favourable treatments on the grounds of gender, marital status, family responsibilities, sexual orientation, race, nationality, religious belief or similar philosophical belief, ethnicity, disability, age or other protected characteristic. All individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

The gender pay gap

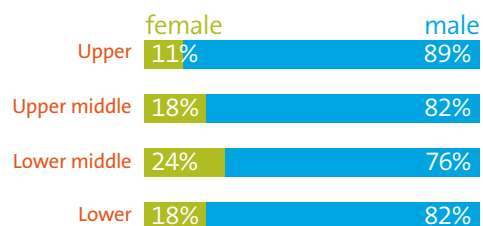
These numbers show our overall median and mean gender pay and bonus gap based on hourly rates of pay as at the snapshot date of 5th April 2017.



The proportion of males and females receiving a bonus payment:



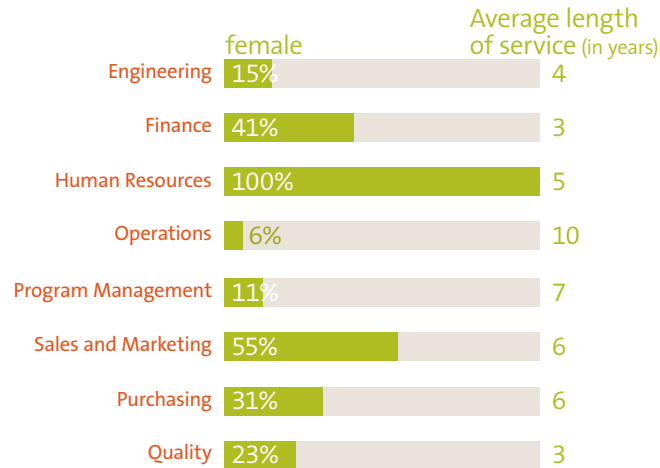
The proportion of females and males in each quartile band:



Understanding the gap

- › The analysis of our gender pay gap tells us that the gap that arises is a result of fewer women holding senior positions than men. Just 6% of our executive/director roles are filled by women.
- › Women are also underrepresented in our manufacturing roles, with just 3.89% of our frontline employees being female
- › The bonus pay gap arises from fewer women in managerial roles, with just 8.4% of women entitled to a managerial bonus compared to 12.2% of men
- › In addition, more males received a long service award than females, with 10.24% of males receiving a long service award and 6.32% of females receiving a long service award. The functional areas with the highest length of service are in manufacturing, and this difference is explained by the underrepresentation of females in frontline roles, as mentioned above.
- › Long service awards are issued at five, 10,15, 20, 25, and 30 years services with awards

Function averages



Closing the gap

Equality is something we take very seriously as a business, and as such, we are committed to improving the gender pay gap. We appreciate and understand that this is not something that can be improved quickly. Therefore, we are working on a five-year improvement plan. We will continue to engage our employee representative groups for feedback and suggestions on reducing the gender pay gap.

Our short-term focus is to improve the attraction, development and retention of women in our business. We have a number of development interventions scheduled to improve awareness of gender equality in all managers, particularly in recruitment activities. This includes a Management Development Program for which treating people fairly and equitability is at its heart.

We continue to strengthen relationships with universities and colleges as we continue to expand both graduate and apprenticeship programmes to attract more females into entry-level positions with potential to develop within the business and fulfil leadership roles of the future.

We confirm that the data set out in this report has been prepared in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is accurate as at the relevant 5th April 2017 pay period.

Werner Lieberherr
Executive Vice President and Chief Operating Officer, Interior Systems for Rockwell Collins

Alice Spooner
Manager for UK Human Resources, Interior Systems for Rockwell Collins

Building trust every day.

Rockwell Collins delivers innovative aviation and high-integrity solutions that transform commercial and government customers' futures worldwide. Backed by a global network of service and support, we are deeply committed to putting our solutions to work for you, whenever and wherever you need us. In this way, working together, we build trust. Every day.