

2023 GENDER PAY GAP REPORT

Collins Aerospace United Kingdom

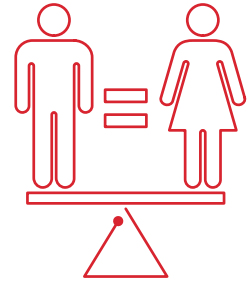


2023 GENDER PAY GAP REPORT

Collins Aerospace United Kingdom

Collins Aerospace, a business of RTX, specialises in advanced structures, avionics, connected aviation solutions, interiors, mission systems and power and control systems. With 80,000 employees across more than 250 locations around the world and \$23.1 billion in 2023 adjusted sales, Collins serves commercial, regional and business aviation, and military customers.

In the U.K., Collins designs, develops, manufactures and supports a comprehensive range of solutions for the defense and commercial aviation markets.



ALL WELCOME. ALL EQUAL. ALL IN.

At Collins, we know that inclusive, diverse and equitable working environments lead to stronger collaboration and more innovative solutions, both of which are central to our continued differentiation in the market.

What exactly does that mean? We want every colleague at Collins – no matter where they are in the world, what job they perform, how they identify or what life experiences they have – to be able to say these four statements with confidence:

- I feel valued, seen and heard – and I'm comfortable being myself here.
- I know my career goals are supported.
- I see people like me at all levels of leadership.
- Collins is genuinely committed to DE&I – and I understand why.

A continuous pursuit of these values will help us grow smarter, safer and more connected to each other, enabling us to collaborate like never before and ultimately create a safer, more connected world.

THE DIFFERENCE BETWEEN GENDER PAY GAP AND EQUAL PAY

The term **gender pay gap** refers to the difference in average pay between men and women across all levels of the organisation.

Equal pay is the law, requiring men and women employed by the same organisation who are performing work of equal value to receive equal compensation.

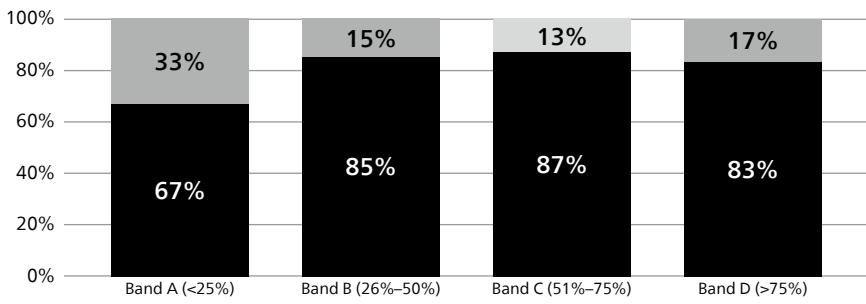
OUR STATISTICS

Collins is committed to creating work environments where there are equal opportunities for all employees. We recognise the importance of compensation when it comes to attracting top talent, rewarding employees for their work and commitment, and encouraging employees to stay with us over the years. We are committed to providing pay packages that reward our employees fairly for the work they do. Our compensation philosophy combines market-competitive pay and individual performance-driven incentives that recognise both individual and collective contributions to the company's success. A solid **pay foundation** means that our compensation packages are consistent within the labour markets where we compete for talent.

We have a number of mechanisms within our reward policies and processes to promote consistency in pay for men and women performing similar roles. These include a consistent approach to job sizing, a pay-for-performance philosophy and spot rates in our manufacturing facilities.

On the snapshot date of 5 April 2023, the combined reportable companies within Collins Aerospace in the U.K. employed 4,127 employees, of which 80% were men and 20% were women. Our organisation is dedicated to attracting and retaining women employees. As do similar organisations, we face challenges recruiting women with science, technology, engineering and math (STEM) qualifications and experience. Our employee makeup is reflective of the marketplace in which we operate. And whilst we are committed to promoting gender diversity, the current gender imbalance in these fields contributes to the gender pay gap calculated across the organisation.

Distribution of Collins UK employees by gender and pay quartiles



The chart above shows the distribution of women across Collins UK, based on four quartiles, each containing an equal number of employees.

■ Male
■ Female

The gender pay gap is a snapshot of the difference in the average and median hourly pay of women compared to men, expressed as a percentage of men’s average pay, irrespective of the roles they perform. The hourly pay figure used to calculate the pay gap includes all items specified in the regulations, such as allowances, shift pay and recognition payments.

Mean gender pay gap	9.6%
Median gender pay gap	10.4%
All industry median 2022*	9.0%

Proportion of employees receiving a bonus	
Males	84.9%
Females	86.9%



*Median taken from gov.uk all reported companies 2022.

How to read the differences: Negative (-) figures show when a man is paid less than a woman. Positive (+) figures show when a man is paid more than a woman.

Across Collins UK, the overall mean gender pay gap decreased from 10.1% in 2022 to 9.6% in 2023, while the median gap decreased from 10.8% in 2022 to 10.4% in 2023. The proportion of women overall within Collins UK remained at 20% in 2023. Over the reporting period, the proportion of women in the upper quartiles has remained stable; however, the highest proportion of women remain in the lowest quartile, as we are currently bringing more women into the organisation via early career roles.

The overall mean bonus gap decreased from 22.8% in 2022 to -9.6% in 2023. The 2023 median bonus gap of -46.7% decreased from -80.4% in 2022. The reduction in the bonus gap was driven by both an increase in bonus participation overall and a higher number of women receiving some of the highest total bonuses.



CLOSING THE GAP

We are dedicated to closing the gender pay gap within our organisation. Below are initiatives and activities we're proud to highlight as part of our work to make Collins a great place for women to work, grow and belong.

CREATING AN INCLUSIVE ENVIRONMENT FOR ALL GENDERS

- RTX is a member of the Paradigm for Parity initiative, a coalition of businesses dedicated to addressing the corporate leadership gender gap. Together with RTX, Collins has a clear aspiration to achieve gender parity at the executive levels by 2030.
- Collins is a signatory to the Women in Aviation and Aerospace Charter, made up of organisations across the U.K.'s aviation and aerospace sectors committed to working together to build a more balanced and fair industry for women.
- We're proud of our market-leading leave benefits for birthing parents – 26 weeks full pay and 26 weeks half pay – as well as adoption benefits, IVF support and family support services provided to colleagues through our employee assistance program. We also offer assistance to working caregivers in the form of subsidised, emergency childcare through the Bright Horizons Program.
- In the last three years, we have introduced three new policies across the U.K. to clearly state how we support colleagues experiencing menopause, pregnancy and infant loss, or going through a gender transition.
- In 2022, Collins became a founding member of the Society of Women in Engineering's (SWE) European Corporate Council. SWE is already a key external partner in the U.S. and India, and we are now working closely with the organisation to recruit, develop and connect women at all stages of their engineering careers across Europe.
- In 2022, we launched a diversity monitoring campaign across our sites in the U.K. to better understand our workforce. It allows both colleagues and candidates to confidentially disclose their military service, gender identity, race, ethnicity, sexual orientation, health and disability status. This information helps us better understand how our teams reflect the true diversity of the U.K. today and will help us prioritise changes we can make to our working environment to support our people.

EMPLOYEE-DRIVEN ENGAGEMENT

- LIFT (Leading Inspired Females in Technology) is an active, global, Collins-wide community focused on supporting and developing women in engineering roles and our Fellows community, as well as advancing female technical talent. LIFT's mission is to ensure women in technology bring their authentic selves to work every day, so that they can achieve extraordinary outcomes in technology.
- Collins currently has five active employee resource groups in the U.K. that create community, connection and professional development opportunities for members. Notably, RTX WISE membership nearly doubled in the U.K. last year, increasing by approximately 1,400 women and allies.
 - › RTX WISE (Women Inspiring Success and Empowerment)
 - › RTX ADAPT (Able & Disabled Associates Partnering Together)
 - › RTX embRACE (Multicultural support across multiple ethnicities)
 - › RTX PRIDE (LGBTQIA+ alliance)
 - › RTX VETS (Armed services community)
- RTX and Collins celebrate National Inclusion Week in the U.K. each autumn, which provides multiple opportunities for colleagues to explore what inclusion looks like at work and why it matters. Last year's activities included a keynote LGBTQIA+ speaker, a colleague sharing her menopause experience, daily "Did you know?" emails, chats on a variety of inclusion topics and a daily inclusion challenge with prizes.

INSPIRING FUTURE GENERATIONS OF WOMEN

- In coordination with Women in Aviation International's Girls in Aviation Day, Collins launched our Aviation for Girls app to reach out to girls aged eight to 17. The app provides information about various aviation careers, along with access to digital issues of *Aviation for Girls* magazine.
- Collins continues to partner with FIRST UK to support virtual events and mentoring opportunities, encouraging youth to pursue careers in STEM. Collins is also moving toward a partnership with ENTHUSE, in which we'll partner with a number of West Midlands schools to support STEM learning to improve gender balance. STEM science kits will also be provided to each of the partner schools.
- Collins in Shirley is participating in the U.K. Electronic Skills Foundation and the Engineering Education scheme, targeting women, and partnering with a number of schools, to encourage them to pursue careers in engineering.

EXTERNAL RECOGNITION

RTX was recognised and awarded for its gender diversity and wider inclusion initiatives in 2023:

- Fair360 Top 50 Companies for Diversity, including Supplier Diversity, Veterans, Executive Diversity Council and ESG specialty lists
- American Indian Science & Engineering (AISES)
- Hispanic Association on Corporate Responsibility Corporate Inclusion Index (HACR)
- Human Rights Campaign Corporate Equality Index
- Latina Style Magazine Latina Style Top 50
- Disability Equality Index (DEI) Best Places to Work for Disability Inclusion
- National Organization on Disability (NOD) Disability Employment Tracker
- HIRE Vets
- Military Friendly Magazine
- Military Times Best for Vets
- U.S. Veteran's Magazine Best of the Best
- Vets Indexes



The U.K. gender pay reporting regulations require a legal entity with more than 250 employees to report their gender pay data. Collins has seven such entities within the U.K. The gender pay statistics for each entity are detailed below. For a comparison to 2022 statistics, please refer to the [2022 Gender Pay Report](#) for Collins.

GOODRICH ACTUATION SYSTEMS LIMITED

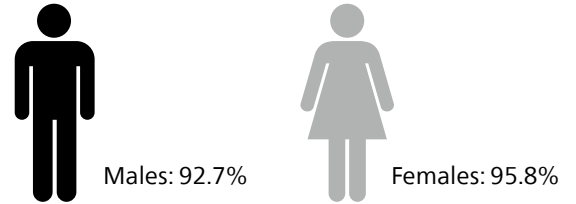
Goodrich Actuation Systems Limited in the U.K. is a global leader in actuation design and manufacturing.

PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2023, Goodrich Actuation Systems Limited employed 1,447 people, of which 1,232 (85%) are men and 215 (15%) are women.

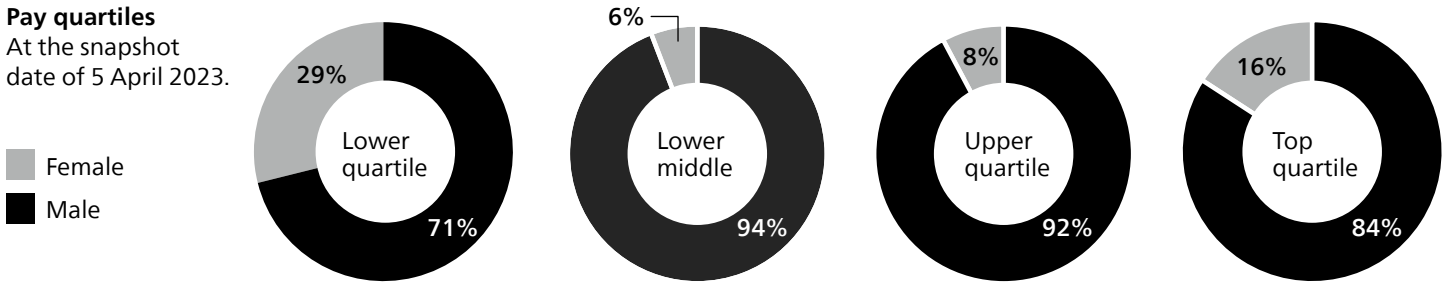
Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2023.

	Mean	Median
Gender pay gap (hourly pay)	3.5%	6.4%
Gender bonus gap	-76.4%	-199.6%



Pay quartiles

At the snapshot date of 5 April 2023.



GOODRICH CONTROL SYSTEMS

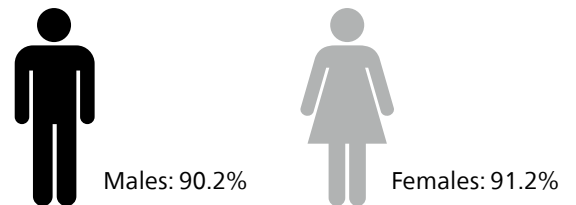
Goodrich Control Systems in the U.K. includes an Electronic Controls and Motor Systems Centre in Solihull, West Midlands, which develops and supports high-performance motors and power electronics; a facility in Marston Green, West Midlands, which supports aftermarket activities for hydro-mechanical and electronic units for commercial aircraft; and a U.K. corporate office based in Solihull.

PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2023, Goodrich Control Systems Limited employed 642 people, of which 460 (72%) are men and 182 (28%) are women.

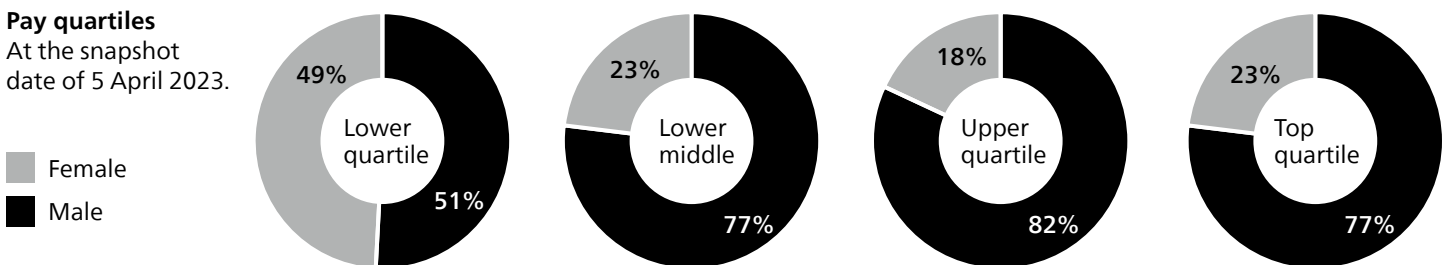
Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2023.

	Mean	Median
Gender pay gap (hourly pay)	14.8%	17.1%
Gender bonus gap	15.9%	-42.4%



Pay quartiles

At the snapshot date of 5 April 2023.



ATLANTIC INERTIAL SYSTEMS LIMITED

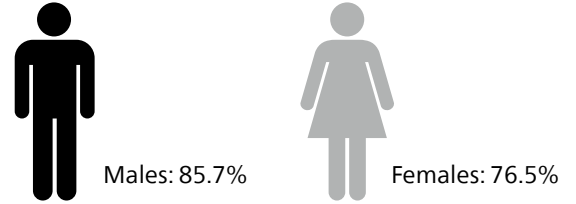
Atlantic Inertial Systems Limited is a market leader in inertial technology. Products include a broad portfolio of micro-electromechanical systems (MEMS) inertial sensors and measurement units used in a range of precision-guided munitions, as well as our TERPROM® Ground Proximity Warning System (GPWS), used on more than 5,000 military aircraft worldwide.

PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2023, Atlantic Inertial Systems Limited employed 274 people, of which 189 (69%) are men and 85 (31%) are women.

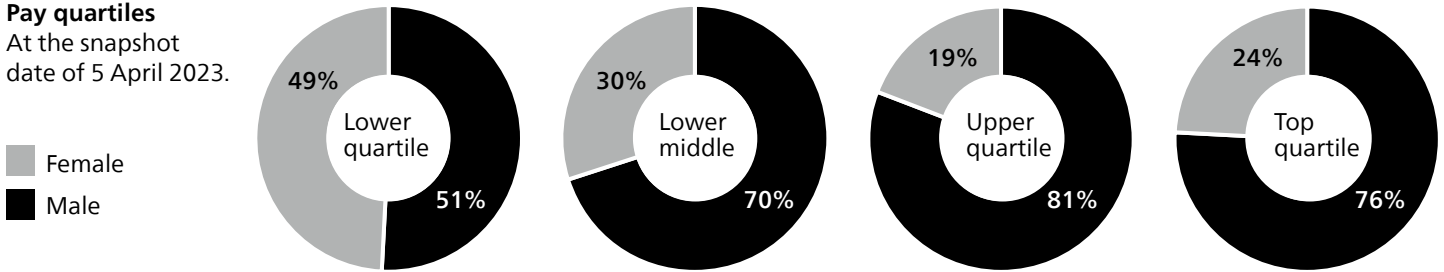
	Mean	Median
Gender pay gap (hourly pay)	15.4%	19.9%
Gender bonus gap	25.4%	42.1%

Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2023.



Pay quartiles

At the snapshot date of 5 April 2023.



ROHR AERO SERVICES LIMITED

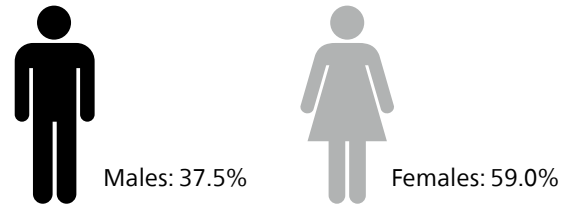
Rohr Aero Services Limited, based in Prestwick, is a service centre specialising in the maintenance, repair and overhaul (MRO) of aircraft engine nacelle systems, thrust reversers, inlets and engine build-up/quick engine change components, multiple autoclaves and inventory management systems.

PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2023, Rohr Aero Services Limited employed 314 people, of which 275 (88%) are men and 39 (12%) are women.

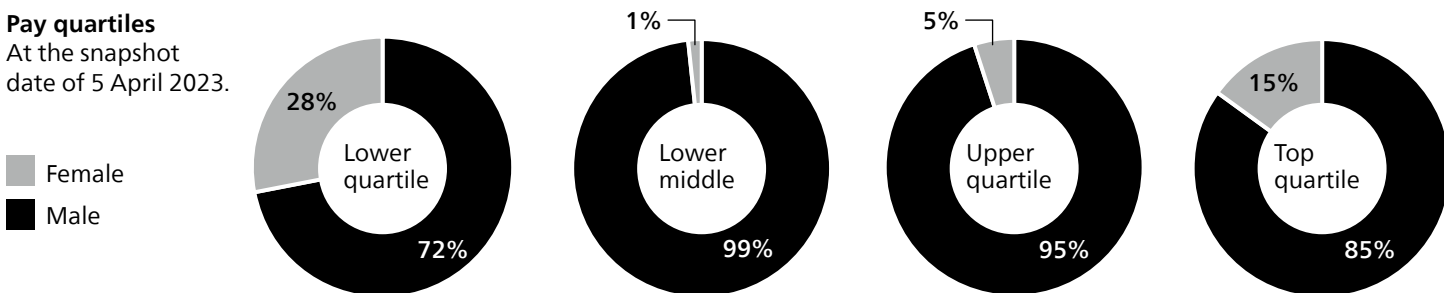
	Mean	Median
Gender pay gap (hourly pay)	5.3%	3.1%
Gender bonus gap	75.7%	0.0%

Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2023.



Pay quartiles

At the snapshot date of 5 April 2023.



HS MARSTON AEROSPACE LIMITED

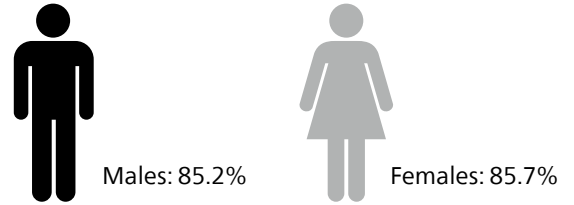
HS Marston Aerospace Limited in Wolverhampton provides a wide range of heat transfer and fluids management products and services for the military and commercial aerospace markets.

PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2023, HS Marston Aerospace Limited employed 401 people, of which 366 (91%) are men and 35 (9%) are women.

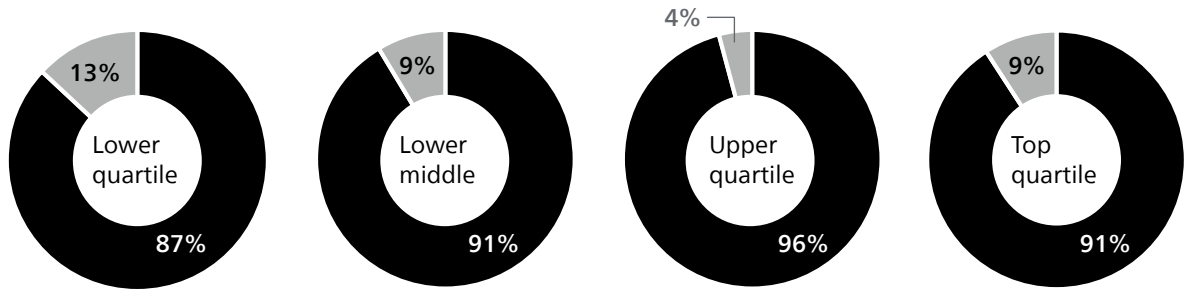
	Mean	Median
Gender pay gap (hourly pay)	5.0%	8.9%
Gender bonus gap	-2.6%	-4.9%

Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2023.



Pay quartiles

At the snapshot date of 5 April 2023.



ROCKWELL COLLINS UK LIMITED

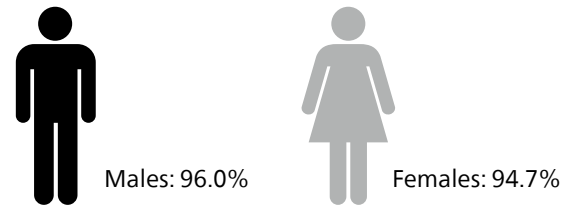
Since 1955, Rockwell Collins UK Limited (a division of Collins Aerospace) has provided a comprehensive range of aviation and mission electronics and communications solutions to ministries of defence, integrators, aircraft manufacturers and airlines. Its portfolio includes targeting systems, networked communications, global navigation satellite systems, electronic warfare, simulation and training solutions, and information management services.

PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2023, Rockwell Collins UK Limited employed 478 people, of which 347 (73%) are men and 131 (27%) are women.

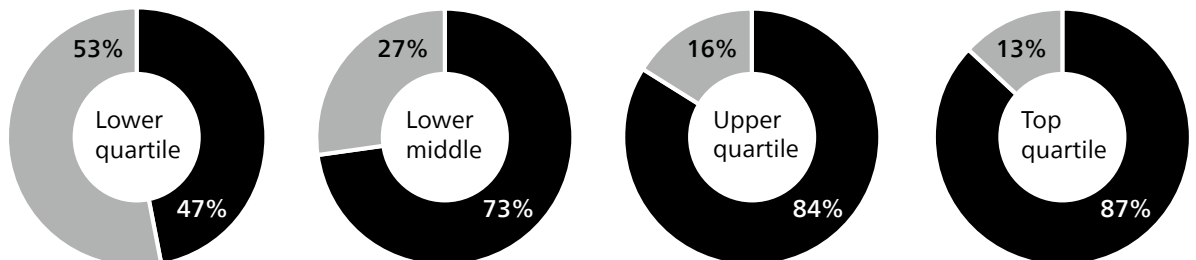
	Mean	Median
Gender pay gap (hourly pay)	26.6%	28.4%
Gender bonus gap	45.8%	33.9%

Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2023.



Pay quartiles

At the snapshot date of 5 April 2023.



B/E AEROSPACE UK LIMITED

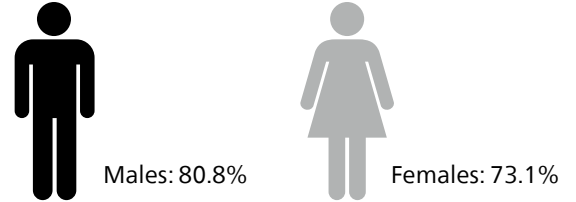
B/E Aerospace UK Limited (a division of Collins Aerospace) is a market leader in the manufacture of aircraft interior products. The team in Leighton Buzzard designs and manufactures crew rests and galley structures for the aircraft industry, and also provides aftermarket support for a range of Collins seating and galley models.

PAY AND BONUS DIFFERENCE BETWEEN MEN AND WOMEN

At a snapshot date of 5 April 2023, BE Aerospace UK Limited employed 354 people, of which 279 (79%) are men and 75 (21%) are women.

	Mean	Median
Gender pay gap (hourly pay)	12.0%	15.9%
Gender bonus gap	-13.0%	36.1%

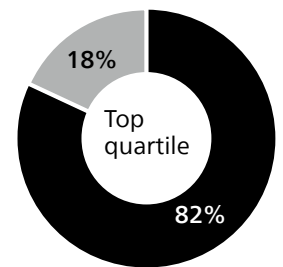
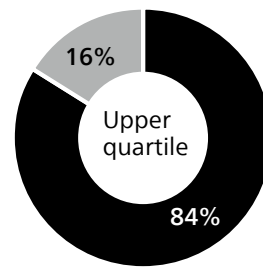
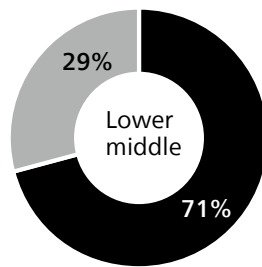
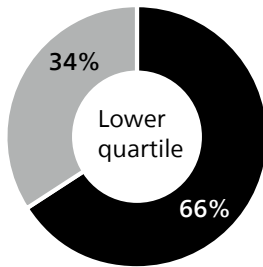
Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2023.



Pay quartiles

At the snapshot date of 5 April 2023.

Female
Male



We confirm that the data set out in this report is accurate as at the snapshot date of 5 April 2023.

John England
Director
Goodrich Actuation Systems Ltd.

Simon Hardiman
General Manager, ECS Marston Green,
Goodrich Control Systems Ltd.

Sarah Minett
Director
Atlantic Inertial Systems Ltd.

Andrew Hodge
Director
Rohr Aero Services Ltd.

Ilyas Asghar
General Manager
HS Marston Aerospace Ltd.

Stuart Cooper
Director
Rockwell Collins UK Ltd.

Andrew Hellowell
Managing Director
B/E Aerospace UK Ltd. (Leighton Buzzard)