

# 2024 Gender Pay Gap Report

Collins Aerospace United Kingdom



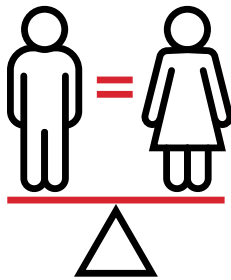
**Collins Aerospace**  
An RTX Business

# 2024 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 \$28.28 billion in 2024 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.



### 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 a legal requirement, requiring men and women employed by the same organisation who are performing work of equal value to receive equal compensation.

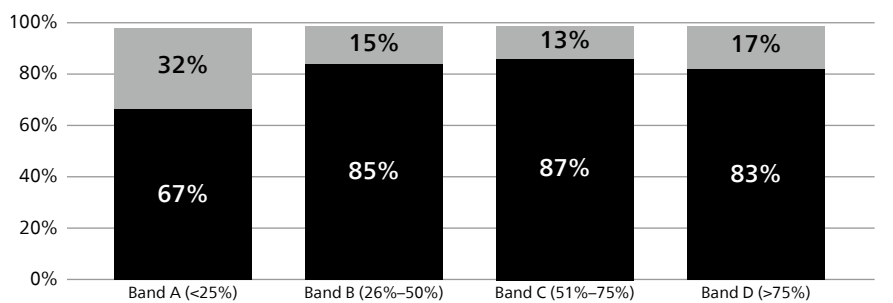
### Our statistics

Collins Aerospace is committed to creating a work environment 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.

On the snapshot date of 5 April 2024, the combined reportable companies within Collins Aerospace in the U.K. employed 4,458 employees, of which 80.7% were men and 19.3% were women. Our organisation is dedicated to attracting and retaining talented employees. Our employee makeup is reflective of the marketplace in which we operate. 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** 7.7%

**Median gender pay gap** 9.5%

**All industry median 2023\*** 9.0%

## Proportion of employees receiving a bonus

Males	84.6%
Females	81.0%

**Mean bonus gap** -20.0%

**Median bonus gap** -49.9%

**All industry median 2023\*** 15%

\*Median taken from gov.uk – all reported companies 2023.

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.

We are pleased to report that our efforts to promote fair pay practices have resulted in a reduction in the gender pay gap over the past year, with both mean and median gender pay gaps being the lowest since reporting started. Across Collins UK, the overall mean gender pay gap decreased from 9.6% in 2023 to 7.7% in 2024, while the median gap decreased from 10.4% in 2023 to 9.5% in 2024. The overall mean bonus gap increased from -9.6% in 2023 to -20% in 2024. The median bonus gap increased from -46.7% in 2023 to -49.9% in 2024.

By focusing on transparent and merit-based compensation, we have ensured that all employees are rewarded fairly for their contributions and our latest analysis, which shows a narrowing of the gender pay gap, reflecting our commitment to creating an equitable workplace.

We will continue to review and adjust our pay structures to maintain this positive trend and support the career progression of all employees.



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 2023 statistics, please refer to the [2023 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 2024, Goodrich Actuation Systems Limited employed 1,460 people, of which 1,225 (84%) are men and 235 (16%) are women.

	Mean	Median
Gender pay gap (hourly pay)	5.2%	8.6%
Gender bonus gap	-78.4%	-206.1%

#### Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2024



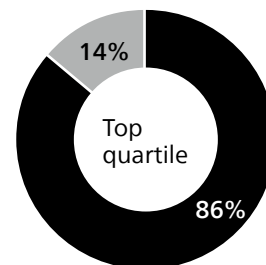
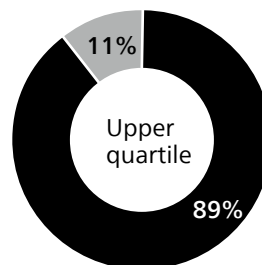
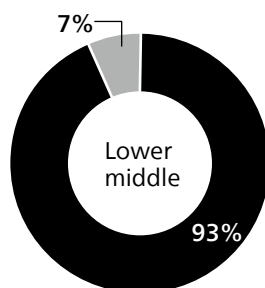
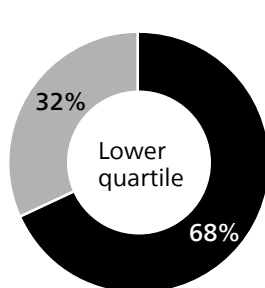
Males: 92.6%



Females: 93.3%

#### Pay quartiles at the snapshot date of 5 April 2024

Female  
Male



### Goodrich Control Systems Limited

Goodrich Controls Systems in the U.K. delivers aftermarket services for hydromechanical and electronic fuel control systems for aero engines in the commercial and military markets.

#### Pay and bonus difference between men and women

At a snapshot date of 5 April 2024, Goodrich Control Systems Limited employed 347 people, of which 279 (80%) are men and 68 (20%) are women.

	Mean	Median
Gender pay gap (hourly pay)	15.1%	20.7%
Gender bonus gap	14.0%	16.9%

#### Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2024



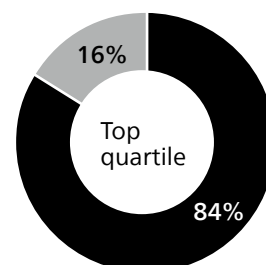
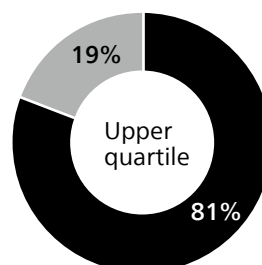
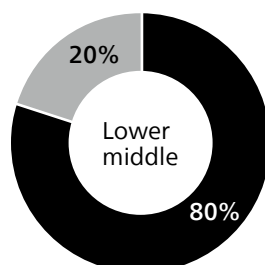
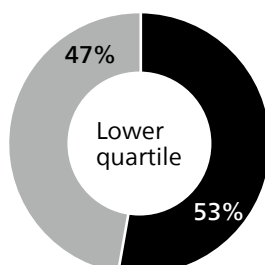
Males: 96.6%



Females: 96.5%

#### Pay quartiles at the snapshot date of 5 April 2024

Female  
Male



## 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 2024, Atlantic Inertial Systems Limited employed 290 people, of which 200 (69%) are men and 90 (31%) are women.

	Mean	Median
Gender pay gap (hourly pay)	11.3%	19.4%
Gender bonus gap	-12.4%	44.4%

### Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2024



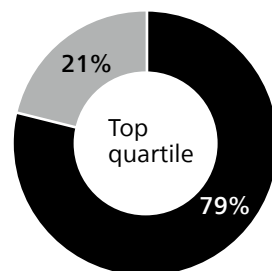
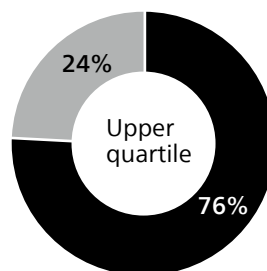
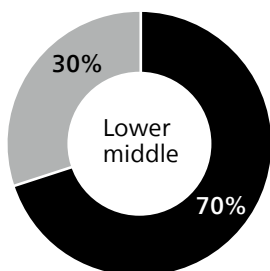
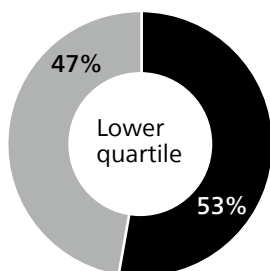
Males: 44.9%



Females: 34.8%

### Pay quartiles at the snapshot date of 5 April 2024

Female  
Male



## 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 2024, Rohr Aero Services Limited employed 337 people, of which 293 (87%) are men and 44 (13%) are women.

	Mean	Median
Gender pay gap (hourly pay)	4.8%	3.1%
Gender bonus gap	30.6%	-15.0%

### Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2024



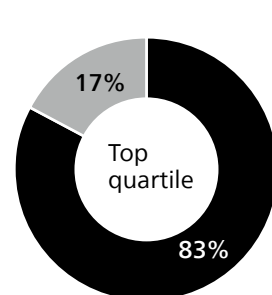
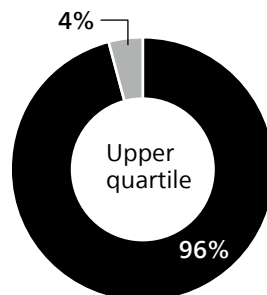
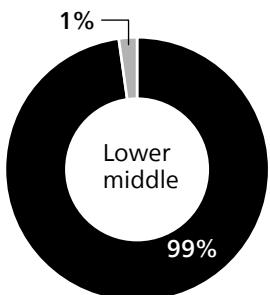
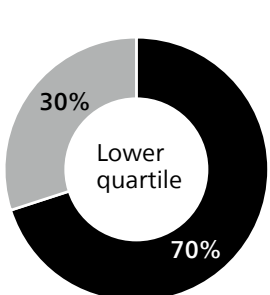
Males: 96.9%



Females: 95.5%

### Pay quartiles at the snapshot date of 5 April 2024

Female  
Male



## HS Marston Aerospace Limited

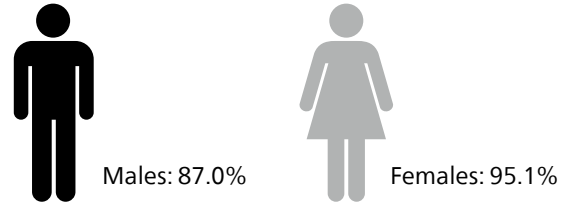
HS Marston Aerospace Limited in Wolverhampton provides a wide range of heat transfer and fluids management products and services for the military and commercial aerospace markets.

### Pay and bonus difference between men and women

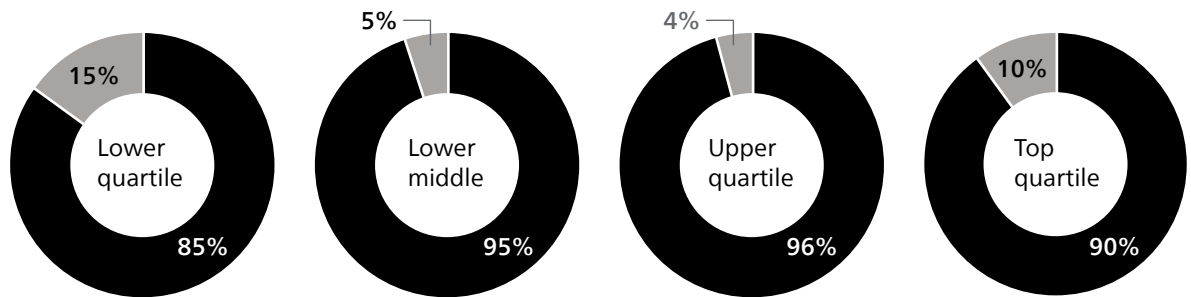
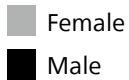
At a snapshot date of 5 April 2024, HS Marston Aerospace Limited employed 471 people, of which 430 (91%) are men and 41 (9%) are women.

	Mean	Median
Gender pay gap (hourly pay)	-1.3%	7.2%
Gender bonus gap	-42.3%	0.0%

### Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2024



### Pay quartiles at the snapshot date of 5 April 2024



## Rockwell Collins UK Limited

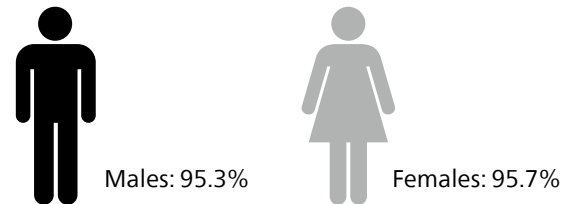
Since 1955, Rockwell Collins UK Limited (a division of Collins Aerospace) has provided a comprehensive range of aviation and mission electronics and communications solutions to ministries of defence, integrators, aircraft manufacturers and airlines. Its portfolio includes targeting systems, networked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

### Pay and bonus difference between men and women

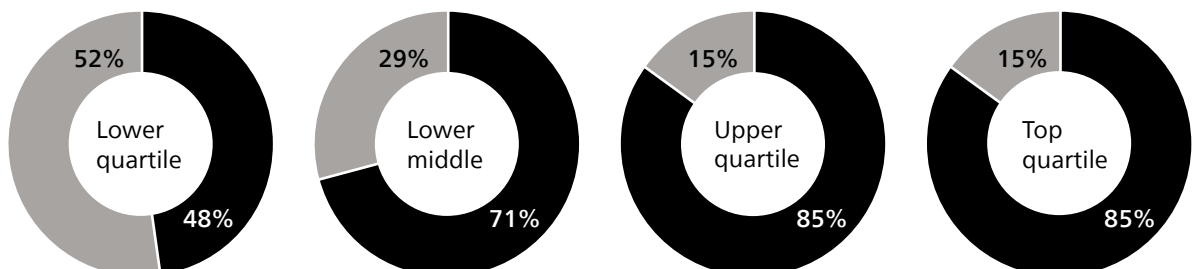
At a snapshot date of 5 April 2024, Rockwell Collins UK Limited employed 499 people, of which 361 (72%) are men and 138 (28%) are women.

	Mean	Median
Gender pay gap (hourly pay)	25.7%	27.9%
Gender bonus gap	47.5%	35.9%

### Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2024



### Pay quartiles at the snapshot date of 5 April 2024



## B/E Aerospace UK Limited

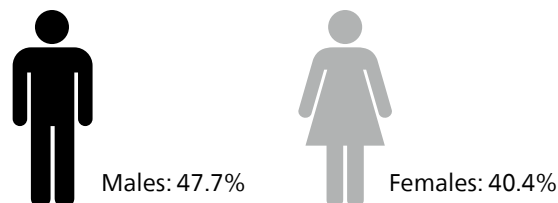
B/E Aerospace UK Limited (a division of Collins Aerospace) is a market leader in the manufacture of aircraft interior products. The team in Leighton Buzzard designs and manufactures crew rests and galley structures for the aircraft industry, and also provides aftermarket support for a range of Collins 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 382 people, of which 203 (79%) are men and 79 (21%) are women.

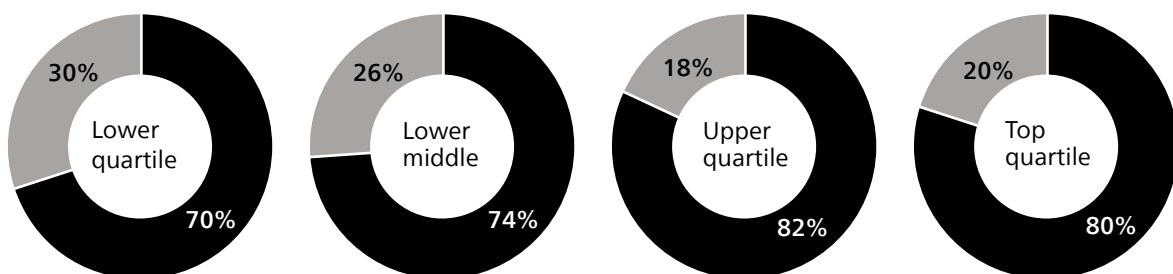
	Mean	Median
Gender pay gap (hourly pay)	8.4%	16.1%
Gender bonus gap	-30.2%	20.3%

### Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2024



### Pay quartiles at the snapshot date of 5 April 2024

Female  
Male



We confirm that the data set out in this report is an accurate representation of the snapshot date of 5 April 2024.

Joanne Fitzgerald  
HR Director  
Goodrich Actuation Systems Limited

Simon Hardiman  
General Manager, ECS Marston Green,  
Goodrich Control Systems Limited

Sarah Minett  
Director  
Atlantic Inertial Systems Limited

Andrew Hodge  
Director  
Rohr Aero Services Limited

Ilyas Asghar  
General Manager  
HS Marston Aerospace Limited

Stuart Cooper  
Director  
Rockwell Collins UK Limited

Alexander Gottwald  
Value Stream Lead  
B/E Aerospace UK Limited (Leighton Buzzard)