

Collins Aerospace United Kingdom

2025 Gender Pay Gap Report



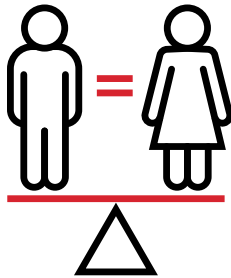
Collins Aerospace
An RTX Business

2025 Gender Pay Gap Report

Collins Aerospace United Kingdom

Collins Aerospace, an RTX business, is a leader in technologically advanced, intelligent solutions that help redefine the aerospace and defence industry, with 80,000+ employees across more than 250 locations around the world and \$28.3B in 2024 adjusted sales.

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



The difference between gender pay gap and equal pay

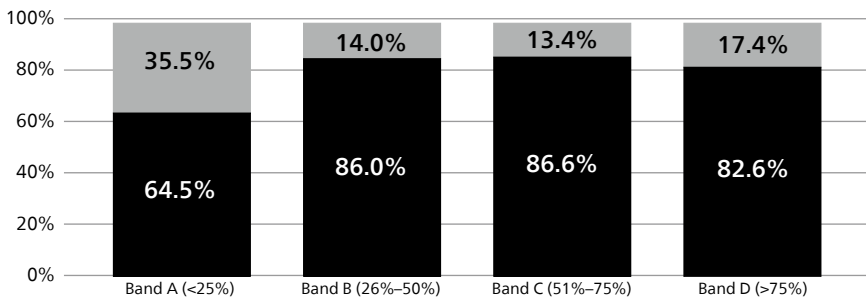
The term **gender pay gap** refers to the difference in average pay between men and women across all levels of the organisation. **Equal pay** is a legal requirement, requiring men and women employed by the same organisation who are performing work of equal value to receive equal compensation.

Our statistics

Collins 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 2025, the combined reportable companies within Collins in the U.K. employed 5,467 employees, of which 79.9% were men and 20.1% 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 U.K. employees by gender and pay quartiles



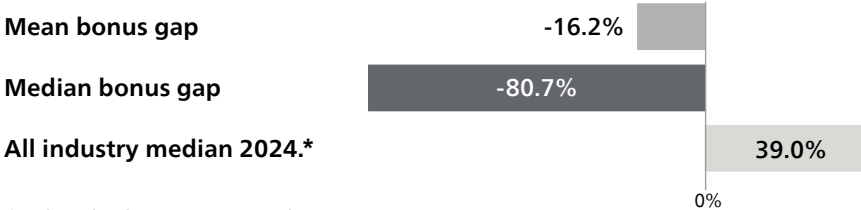
The chart above shows the distribution of women across Collins U.K., based on four quartiles, each containing an equal number of employees.

■ 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.



Proportion of employees receiving a bonus	
Males	92.7%
Females	89.2%



*Median taken from Mercer U.K. Gender Pay Gap – Sector Results and Responses 2024

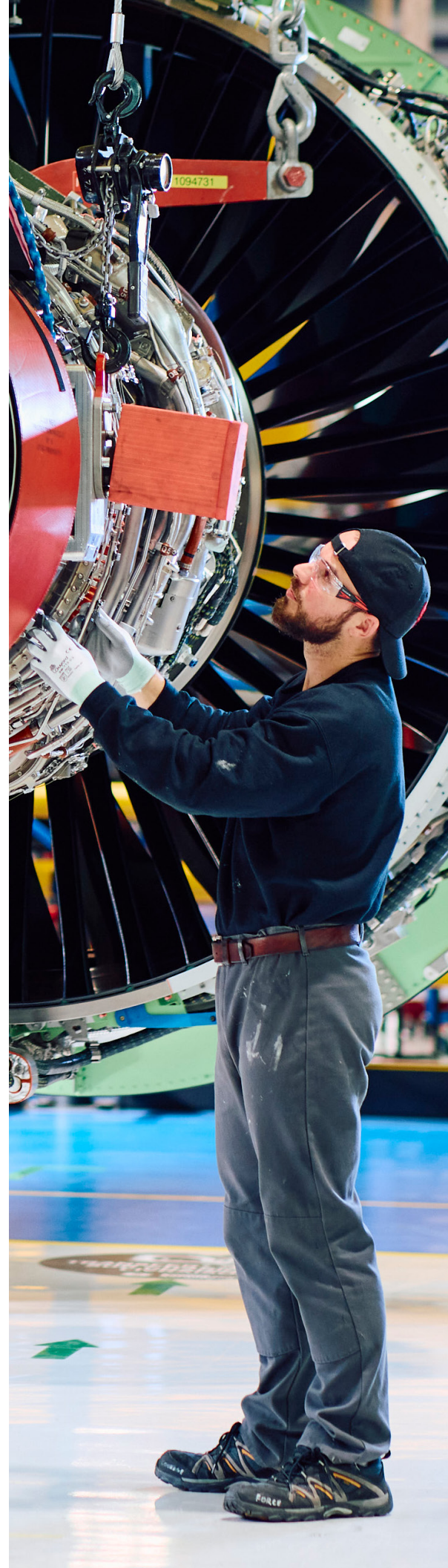
How to read the differences: Negative (-) figures show when a man is paid less than a woman. Positive (+) figures show when a man is paid more than a woman.

Across Collins U.K., the overall mean gender pay gap increased from 7.7% in 2024 to 9.0% in 2025, while the median gap increased from 9.5% in 2024 to 9.7% in 2025. The proportion of females within the lowest pay quartile (Band A) also increased from 32% in 2024 to 35.5% in 2025, it now has the highest proportion of females overall in Collins U.K.

The overall mean bonus gap decreased from -20% in 2024 to -16.2% in 2025. The median bonus gap increased from -49.9% in 2024 to -80.7%.

By focusing on transparent and merit-based compensation, we have ensured that all employees are rewarded fairly for their contributions, reflecting our commitment to creating an equitable workplace.

We will continue to review and adjust our pay structures to 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 2024 statistics, refer to the [2024 Gender Pay Report](#) for Collins.

Goodrich Actuation Systems Limited

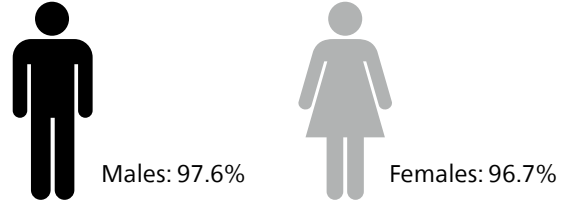
Goodrich Actuation Systems Limited in the U.K. is a global leader in actuation design and manufacturing.

Pay and bonus difference between men and women

At a snapshot date of 5 April 2025, Goodrich Actuation Systems Limited employed 1,573 people, of which 1,308 (83.2%) are men and 265 (16.8%) are women.

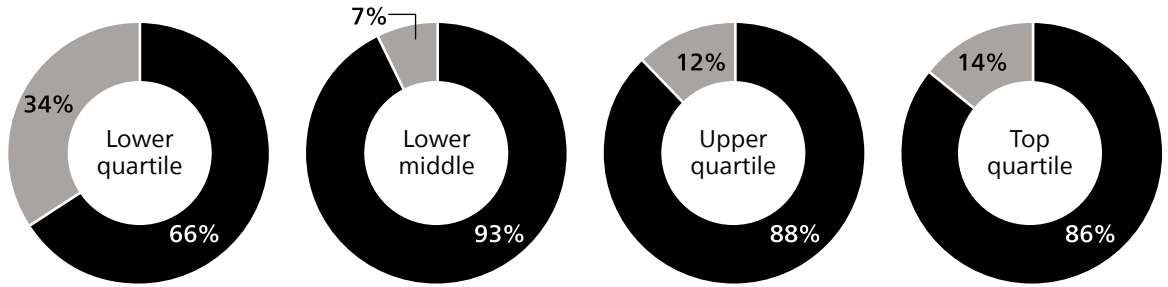
	Mean	Median
Gender pay gap (hourly pay)	10.1%	11.2%
Gender bonus gap	-28.1%	-182.3%

Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2025



Pay quartiles

at the snapshot date of 5 April 2025



Goodrich Control Systems Limited

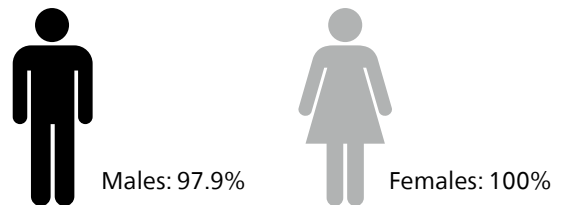
Goodrich Controls Systems in the U.K. delivers aftermarket services for hydromechanical and electronic fuel control systems for aero engines in the commercial and military markets.

Pay and bonus difference between men and women

At a snapshot date of 5 April 2025, Goodrich Control Systems Limited employed 359 people, of which 291 (81%) are men and 68 (19%) are women.

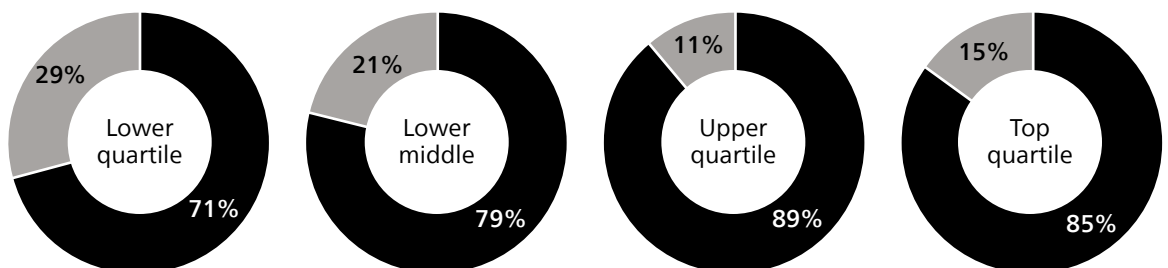
	Mean	Median
Gender pay gap (hourly pay)	4.0%	8.2%
Gender bonus gap	-23.7%	-4.8%

Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2025



Pay quartiles

at the snapshot date of 5 April 2025



Atlantic Inertial Systems Limited

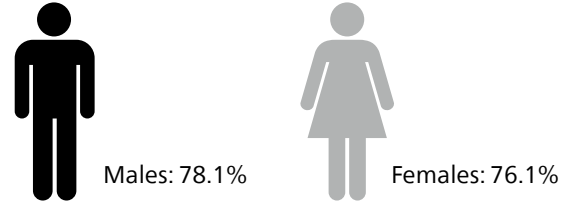
Atlantic Inertial Systems Limited is a market leader in inertial technology. Products include a broad portfolio of micro-electromechanical systems (MEMS) inertial sensors and measurement units used in a range of precision-guided munitions, as well as our TERPROM® ground proximity warning system (GPWS),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

Pay and bonus difference between men and women

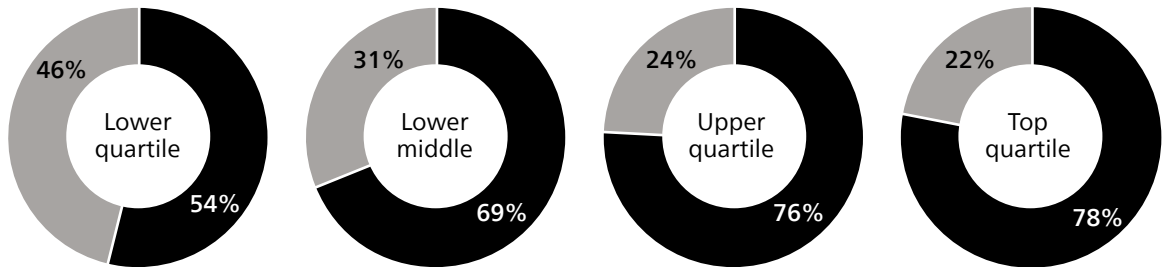
At a snapshot date of 5 April 2025, Atlantic Inertial Systems Limited employed 279 people, of which 193 (69%) are men and 86 (31%) are women.

	Mean	Median
Gender pay gap (hourly pay)	14.8%	24.2%
Gender bonus gap	15.1%	25.0%

Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2025



Pay quartiles at the snapshot date of 5 April 2025



Rohr Aero Services Limited

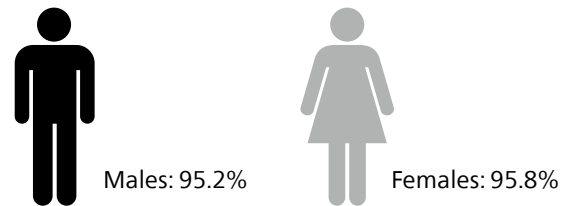
Rohr Aero Services Limited, based in Prestwick, is a service centre specialising in the maintenance, repair and overhaul (MRO) of aircraft engine nacelle systems, thrust reversers, inlets and engine build-up/quick engine change components, multiple autoclaves and inventory management systems.

Pay and bonus difference between men and women

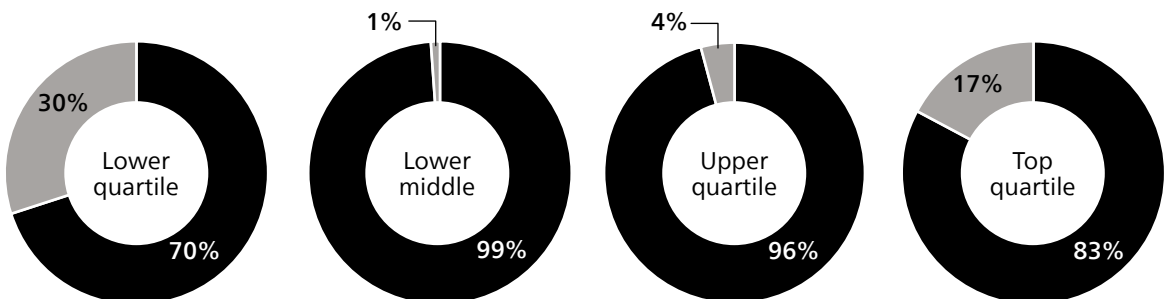
At a snapshot date of 5 April 2025, Rohr Aero Services Limited employed 380 people, of which 333 (88%) are men and 47 (12%) are women.

	Mean	Median
Gender pay gap (hourly pay)	8.7%	6.5%
Gender bonus gap	33.4%	-9.1%

Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2025



Pay quartiles at the snapshot date of 5 April 2025



HS Marston Aerospace Limited

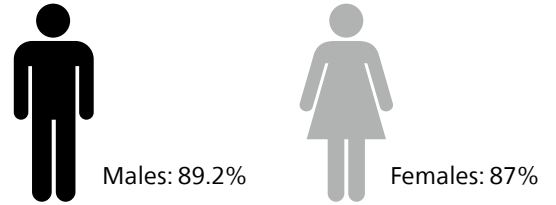
HS Marston Aerospace Limited in Wolverhampton provides a wide range of heat transfer and fluids management products and services for the military and commercial aerospace markets.

Pay and bonus difference between men and women

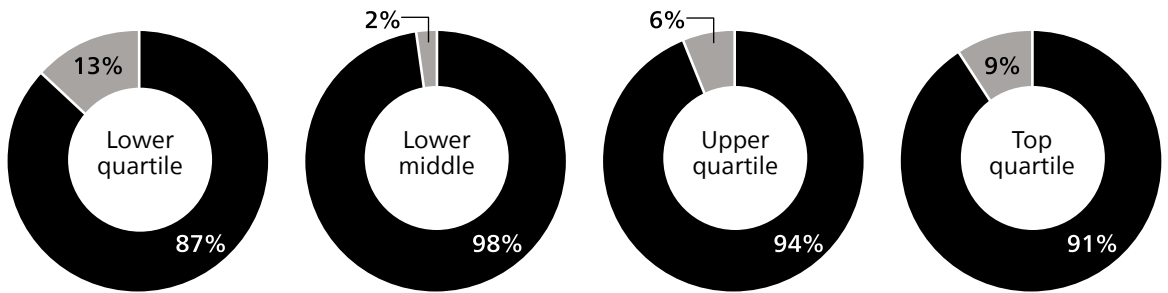
At a snapshot date of 5 April 2025, HS Marston Aerospace Limited employed 565 people, of which 522 (92%) are men and 43 (8%) are women.

	Mean	Median
Gender pay gap (hourly pay)	3.7%	4.1%
Gender bonus gap	-47.5%	-17.5%

Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2025



Pay quartiles at the snapshot date of 5 April 2025



Rockwell Collins U.K. Limited

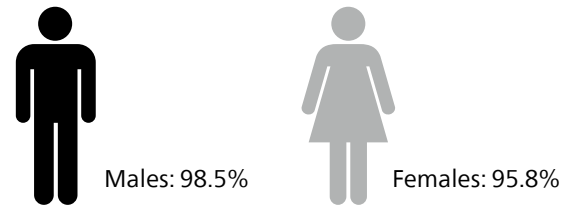
Since 1955, Rockwell Collins U.K. Limited (a division of Collins Aerospace) has provided a comprehensive range of aviation and mission electronics and communications solutions to ministries of defence, integrators, aircraft manufacturers, and airlines. Its portfolio includes targeting systems, networked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

Pay and bonus difference between men and women

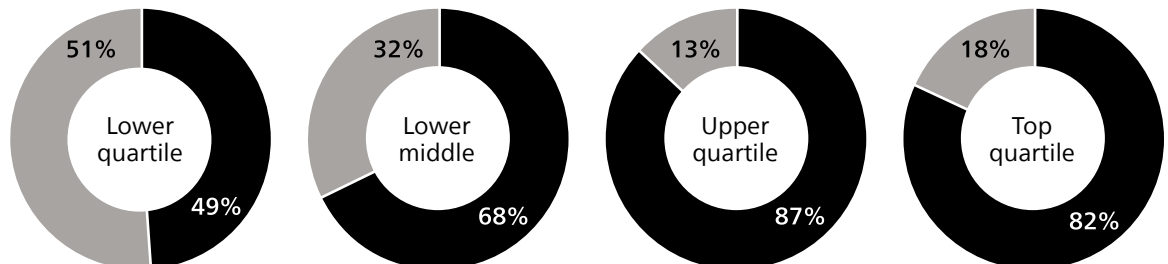
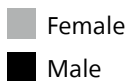
At a snapshot date of 5 April 2025, Rockwell Collins U.K. Limited employed 473 people, of which 338 (71%) are men and 135 (29%) are women.

	Mean	Median
Gender pay gap (hourly pay)	24.0%	28.1%
Gender bonus gap	42.9%	28.7%

Proportion of men and women receiving a bonus, based on the 12 months preceding 5 April 2025



Pay quartiles at the snapshot date of 5 April 2025



B/E Aerospace U.K. Limited

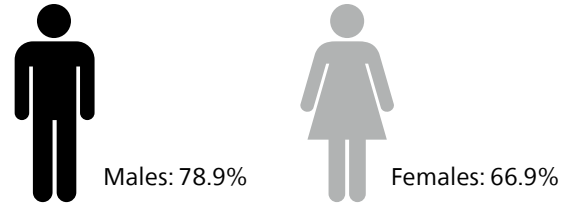
B/E Aerospace U.K. Limited (a division of Collins Aerospace) is a market leader in the manufacture of aircraft interior products. The team in Leighton Buzzard designs and manufactures crew rests and galley structures for the aircraft industry, and also provides aftermarket support for a range of Collins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

Pay and bonus difference between men and women

At a snapshot date of 5 April 2025, BE Aerospace U.K. Limited employed 547 people, of which 406 (74%) are men and 141 (26%) are women.

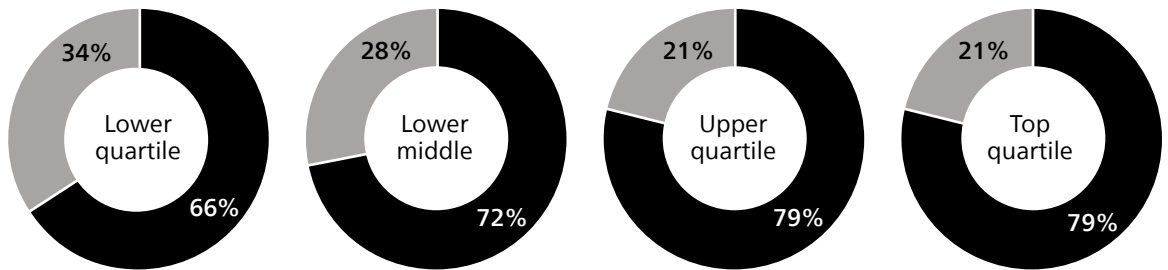
	Mean	Median
Gender pay gap (hourly pay)	8.4%	13.3%
Gender bonus gap	32.8%	48.6%

Proportion of men and women receiving a bonus,
based on the 12 months preceding 5 April 2025



Pay quartiles
at the snapshot
date of 5 April 2025

Female
Male



We confirm that the data set out in this report is an accurate representation of the snapshot date of 5 April 2025.

Katie Parrott
Senior Manager, Total Reward & Compensation
Goodrich Actuation Systems Limited

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

Samantha Freer
Finance Director
Atlantic Inertial Systems Limited

Andrew Hodge
Director
Rohr Aero Services Limited

Ilyas Asghar
General Manager
HS Marston Aerospace Limited

Dean Jordan
Finance Director
Rockwell Collins U.K. Limited

Alexander Gottwald
Value Stream Lead
B/E Aerospace U.K. Limited (Leighton Buzzard)