

**DRAKEN**

# Gender Pay Report 2023

Draken Europe (FR Aviation Limited)



## Overview

The Gender Pay Gap is different from Equal Pay, in that it's an average of hourly pay levels of all female employees compared to all male employees, not accounting for their role and level.

Draken Europe is committed to paying employees doing equivalent jobs equally, regardless of gender or other characteristics. Our Gender Pay Gap is above the UK average. Analysis shows that the gap is driven by the fact that there are proportionally fewer women in technical higher-paid roles within our industry.

We recognise the facts, and are taking active steps to ensure that women are given the same opportunities as their male counterparts. By championing gender diversity initiatives, we aim to be accountable to this data and the analysis. Notwithstanding that dynamic within the work force, the number of female employees has remained consistent since the last report.



Median Hourly pay shows a reduction in the pay gap



The percentage of women receiving bonuses has increased

## Gender diversity initiatives

Throughout 2023, Draken Europe have championed the following initiatives:

Celebrated International Women's Day with events taking place across our global sites.



Reviewed our Engineering Apprenticeship Scheme for 2024, to increase female apprentice engineer representation.

Inspired the next generations, including young girls, to consider a career in aviation through our charitable commitments.



We continued to support and build upon our commitments to the Women in Aviation and Aerospace Charter.

## Workforce gender percentage

The number of female employees remained consistent with 2022's report. Overall, there was an increase in the total number of employees, meaning a small reduction in our female representation as a percentage of our total workforce.

2022

+/-

2023



Male 83%  
Female 17%

-1%



Male 84%  
Female 16%

## Hourly pay

In the current year, female employees earned on mean average, 18% less than male employees and on median average, 16% less. This trend persists due to Draken having more men than women in senior or higher paid roles, such as pilots.

2022

+/-

2023

Mean

13%

+4%

18%

Median

22%

+7%

16%

## Workforce percentage in receipt of bonus

While the number of female employees was largely unchanged, more females benefited from performance-related pay (bonuses) in 2023, when compared to 2022, both in the number of females who received a bonus and as a percentage of the female workforce.

2022

+/-

2023



Male 12%  
Female 16%

+10%



Male 15%  
Female 26%

## Bonus pay

In the current year, the mean average bonus paid to female employees was 13% less than male and on median average, 71% less than male.

2022

+/-

2023

Mean

-45%

+58%

13%

Median

27%

+43%

71%

## Gender split by pay band

Despite the number of female employees remaining consistent, the representation of women in the top quartile (as a percentage) has reduced, largely due to the recruitment of more highly paid technical roles (including pilots) during the year, roles typically dominated by males.

2022

+/-

2023

Q1



Male 74%  
Female 26%

3%



Male 71%  
Female 29%

Q2



Male 82%  
Female 18%

-2%



Male 84%  
Female 16%

Q3



Male 90%  
Female 10%

0%



Male 90%  
Female 10%

Q4



Male 88%  
Female 12%

-3%



Male 91%  
Female 9%

