



GE Aerospace

# UK Gender Pay Gap Report 2024



# About GE Aerospace



GE Aerospace is a global leader in jet and turboprop engines, as well as integrated systems for commercial, military, business, and general aviation aircraft.

With over 4,500 employees in the UK, our mission is to invent the future of flight, lift people up and bring them home safely.



# GE Aerospace Gender Pay Gap Consolidated Results

Following the separation of GE Aerospace from GE on 2 April 2024, GE Aerospace is publishing its first standalone snapshot view of its UK Gender Pay & Bonus Gap data. In line with Government Regulations, GE Aerospace is publishing data at the legal entity level as well as a consolidated view across all its legal entities.

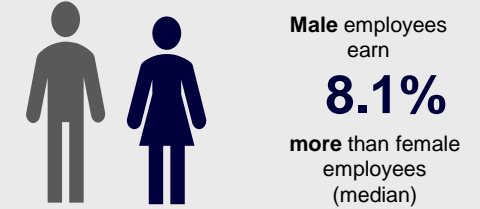
GE Aerospace has three legal entities in scope to report for 2024. Because the April 2024 snapshot is standalone data post separation from GE, consolidated results previously reported will show a variance given the change in the number of legal entities making up previous published reports for GE.

GE Aerospace consolidated gender pay gap results show near pay parity for men and women from a mean perspective, with men earning on average 0.1% more than women. The median pay gap favours men with the population earning 8.1% more than female employees. Whilst a narrow pay gap exists from a mean and median pay perspective, this is less than national average results. Data varies when reviewed at the legal entity level. It is believed that pay gaps are primarily driven by the lack of representation of female employees in industrial businesses and therefore reduced representation in senior and higher paid roles within engineering, technology, manufacturing, and technical services.

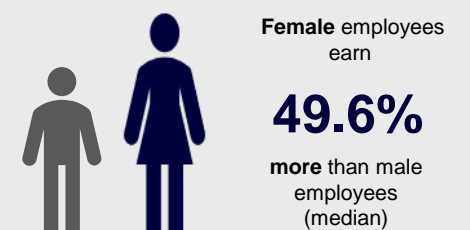
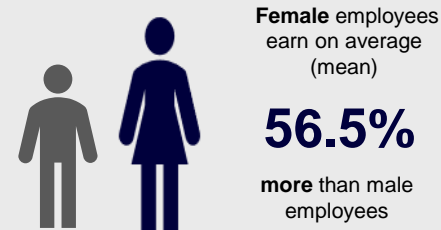
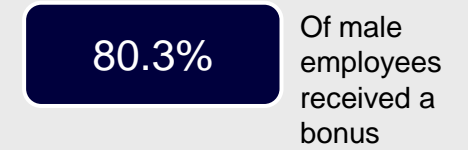
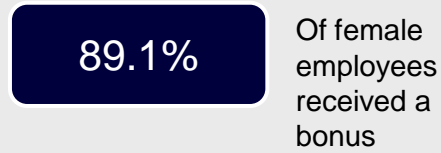
GE Aerospace's bonus pay data show that female GE Aerospace employees receive more bonus earnings on average. It is believed that bonus pay gaps are primarily driven by gender breakdown within types of roles performed within the company, coupled the wide range of reward types captured in the data for bonus payments.

GE Aerospace regularly reviews its approach to pay equity and offers equal pay to our male and female populations undertaking comparable work.

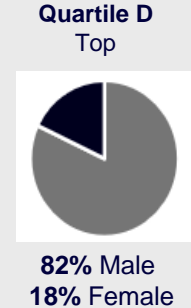
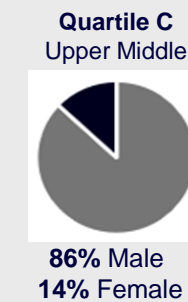
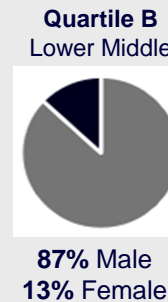
## GE Aerospace Pay Gap






## GE Aerospace Bonus Gap



## Gender Breakdown Per Pay Quartile



# GE Aerospace Pay Gap Results by Reporting Legal Entity

GE Aerospace entity with more than 250 employees	Mean hourly pay difference between M/F employees (%)	Median hourly pay difference between M/F employees (%)	Proportion of employees in lower pay quartile (A) (F/M%)	Proportion of employees in lower-mid pay quartile (B) (F/M%)	Proportion of employees in higher-mid pay quartile (C) (F/M%)	Proportion of employees in higher pay quartile (D) (F/M%)	Mean bonus payment difference between M/F employees (%)	Median bonus payment difference between M/F employees (%)	Proportion of employees receiving bonus pay (F/M%)	The directors listed below have confirmed that this report is accurate for the respective entities
GE Caledonian Limited	-0.17	5.59	17/83	2/98	3/97	11/89	-45.9	-3.28	100/95.73	 Andrew Prow
GE Aircraft Engine Services Limited	-2.06	12.01	23/77	9/91	5/95	16/84	-37.15	-999.89	79.58/56.05	 Stephen Edwards
GE Aviation systems limited	7.97	13.39	30/70	25/75	18/82	19/81	2.9	33.02	91/90.59	 Michelle Ryan



**GE Aerospace**