

KCUK – 2018 Gender Pay Reporting

This report reflects the calculation for Kaman Composites UK Ltd, a subsidiary of Kaman Aerospace Corporation. Under UK legislation that came into force in April 2017, businesses with more than 250 employees are required to publish data about their gender pay gap by April each year. Whilst we are not required to comply with the regulations, due to headcount number being below 250, we are committed to adopting an inclusive environment and promoting equal opportunities for all and therefore believe that participating in the data publication is a positive action.

The gender pay gap relates to the difference in average male and female pay within an organisation and does not compare the pay received by men and women doing the same or equivalent work. This gender pay gap report is based on data as at 5th April 2018. On this date, KCUK employed 245 employees; 193 (79%) males and 52 (21%) females.

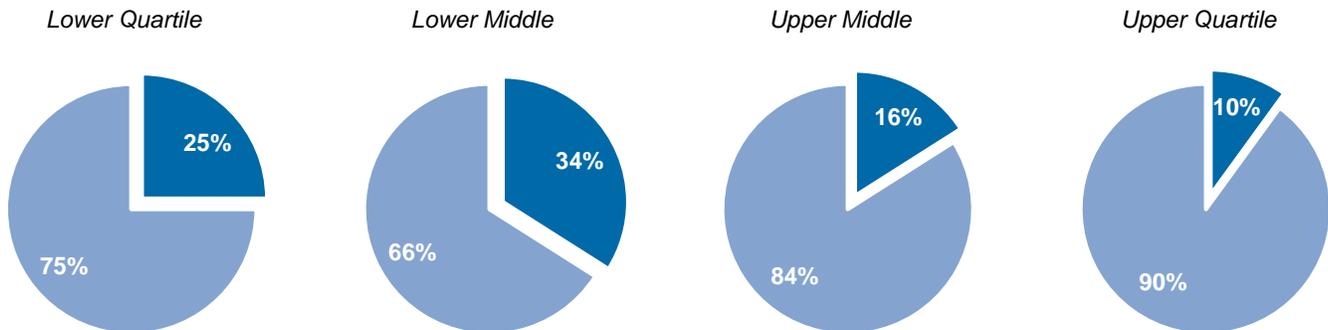
Gender Pay & Bonus Gap:

	Mean (average)	Median (middle)	* The 2017 national pay gap in the Manufacturing sector was 17% (mean) and 20.9% (median). The 2017 national gender pay gap for all sectors was 17.2% (mean) and 18.4% (median).
Pay Bonus	17.5%*	3.76%*	
	100%	100%	

Employees Receiving a 2018 Bonus:

Male	Female
3.1%	0%

Proportion of employees from each gender in each pay quartile: ■ Female ■ Male



Quartiles represent the pay rates from the lowest to the highest, split into four equal groups. The graphs show the percentage of men and women in each quartile.

What does our data tell us?

- Whilst KCUK's average gender pay gap is on par with the gender pay gap for the Manufacturing sector and the national average, the median is significantly better than both benchmarks.
- The 2018 gender pay gap arises as a result of;
 1. Fewer women holding the most senior positions within KCUK. In 2018, several legal entities existed within Kaman UK. The KCUK legal entity did not include support functions such as Finance and HR where there are currently a higher number of females in leadership roles. The recent exercise to amalgamate and simplify the legal entity structure has resulted in one UK legal entity which now includes all functions which will result in a more favourable representation of data in 2019.
 2. It still remains that there are more men than women employed in manufacturing operational roles within KCUK where there are a significant number of highly technical roles e.g. Engineering and Quality.

What are we doing?

- WALK (*Women Advocating Leadership at Kaman*) is a global programme which was launched in Kaman UK during 2018. In 2019, the UK chapter will be more formally established and senior male leader's encouraged to attend.
- In 2018, only one apprentice was recruited and this apprentice is female. This supports our continued commitment to promote the hiring and promotion of females, both internally and externally, but also specifically within the manufacturing/engineering side of the business.
- Also in 2018 a member of the Senior Leadership team became a STEM Ambassador in support of the Stem Programme. In 2019 we plan to extend our number of STEM Ambassadors from one to three, with the plan to increase this to four in 2020.

Christopher Morris
Managing Director