

KCUK - 2017 GENDER PAY REPORTING

This report reflects the calculation for Kaman Composites UK, 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 2018. Whilst we are not required to comply with the regulations 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 2017. On this date, KCUK employed 231 employees; 183 (79%) males and 48 (21%) females.

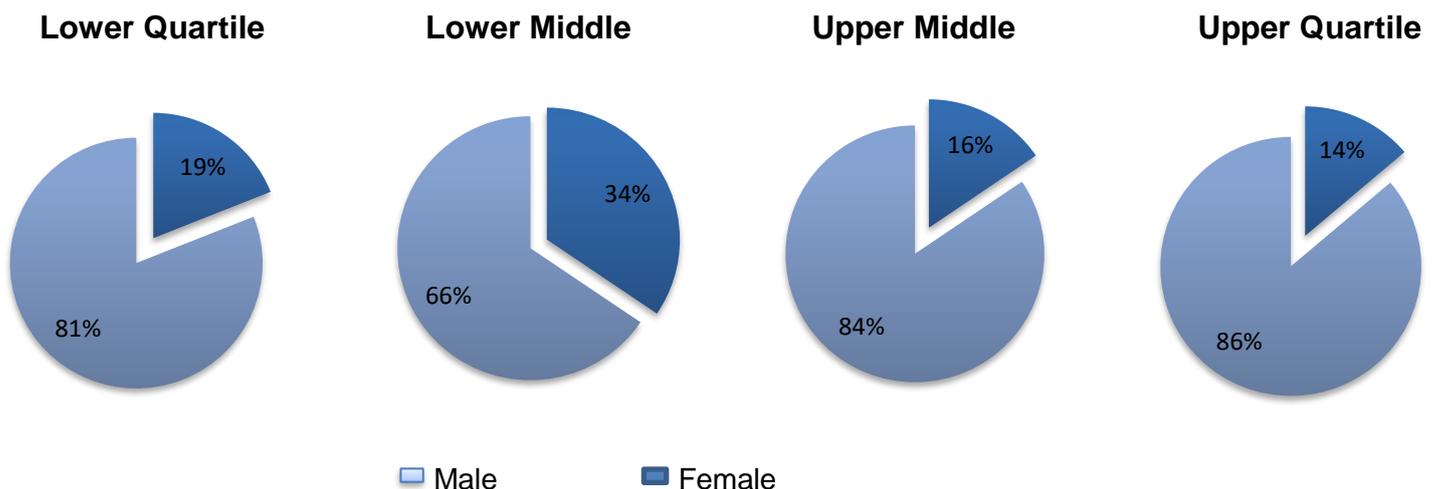
Gender pay & bonus gap:

	Mean (average)	Median (Middle)	*The 2016 National average pay gap in the Manufacturing sector stands at 20.8%, and the national gender pay average for all employees stands at 18.1%
Pay	14.4%*	2.8%	
Bonus	78.5%	75.4%	

Employees receiving a 2016 bonus:

Male	Female
16%	13%

Proportion of employees from each gender in each pay quartile:



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?

- Kaman UK's gender average pay gap is significantly lower than the national average pay gap.
 - The gender pay gap arises as a result of;
 1. fewer women holding the most senior position within KCUK**
 2. more men than women are employed in manufacturing operational roles within KCUK** where there are a significant number of highly technical roles e.g. Engineering and Quality.
- **Functions such as Finance and HR, where there are currently a higher number of females in leadership roles, currently reside in a separate legal entity.*

What are we doing?

- WALK (*Women Advocating Leadership at Kaman*) is a global programme which recognises that Kaman's strategic goals can be advanced by implementing specific business initiatives that increase our representation of women in leadership roles by hiring, retaining and promoting more females. The KCUK Engineering Manager was a 2017 WALK award recipient for going above and beyond to develop women's career growth in the business.

Christopher Morris
Managing Director