

GENDER GAP REPORT 2018

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

At L3, we are committed to diversity in every aspect of our business. Our inclusive culture welcomes all employees and places a premium on their unique contributions to our success.

By investing in diversity initiatives at the corporate and local levels, L3 has forged stronger customer relations, developed more innovative solutions, and attracted the best and brightest to join our team. For L3, diversity just makes good business sense.

Pay difference between men and women at L3 Commercial Training Solutions (Crawley) at 5 April 2018.

PAY DIFFERENCE

Men and women at L3 Commercial Training Solutions (Crawley) at 5 April 2018

	MEAN %	MEDIAN %
Pay difference	19	13

At Commercial Training Solutions, the median pay gap is 13%, which is lower than the national median average of 18% for 2017/2018, and we are working hard to close the gap.

CAUSE OF GENDER PAY GAP

Commercial Training Solutions, has a large proportion of engineers, careers that have historically been male dominated. The gap is largely because of lack of female representation at the more senior level.

BONUS



95%
Men



67%
Women

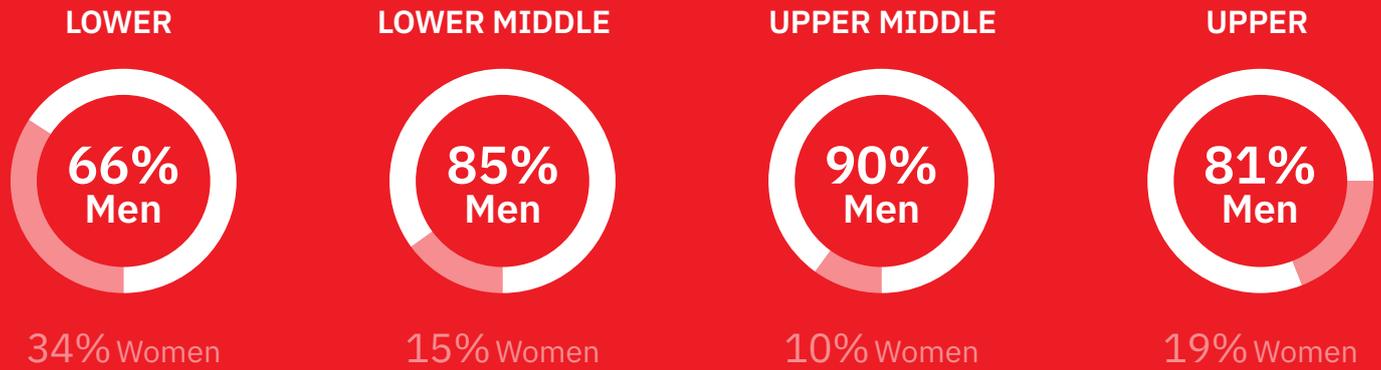
Men and women have the same opportunity to earn a bonus. The data shows that less women received a bonus than men this is because a higher proportion of women joined after the eligibility date than men did.

	MEAN %	MEDIAN %
Bonus	48	34



PAY QUARTILE

The report for the tax year 2017/2018 states that of the 289 employees 232 were men (80%) and 57 were women (20%). The gap reflects the fact that there were fewer women employed than men.



HOW WE ARE ADDRESSING THESE DIFFERENCES

- As part of our approach to diversity, inclusion and equality we are working towards a gender diversity target of 60% men and 40% women by 2022.
- We actively engage with organizations and groups to raise awareness of science, technology, engineering and mathematics (STEM) subjects at schools, colleges and universities. Our apprenticeship and graduate programmes have a balance of 27 male 8 female and we have a target of 10 as we work towards our 2020 vision. We collaborate with schools and colleges in the local community to help promote a diverse range of equal opportunities for both male and female employees and are involved with nationwide initiatives and programmes to encourage careers in the STEM fields including Women in Aviation.
- We are committed to attracting, retaining, developing and progressing diverse talent at all levels and in all roles within CTS.
- CTS provides the opportunity to all employees to work flexibly and recognizes that flexible working can have a positive impact on employee engagement, encourage diversity and inclusion and improve retention. We advertise and offer all jobs with flexible working options.
- CTS has a policy and culture that fosters diversity, be it age, disability, gender, race, religion or sexual orientation and has employees from across a multitude of backgrounds. Our aim is to achieve greater gender balance across all levels within CTS that reflects our overall population.
- 95% of all male employees received a bonus compared to 67% of all female employees. Whilst all employees are eligible for a discretionary bonus, a higher percentage of men were awarded bonuses. Part of the difference in mean bonus amounts may be due to a higher proportion of men in senior roles, but also proportionally more women joining post bonus eligibility (October 2017).
- We will be exploring ways to create more gender balance across our senior roles in the coming future.

DECLARATION

We confirm that the information and data provided in this report is accurate and in line with mandatory requirements.

Robin Glover-Faure
President

Nick Jones
Vice President,
Human Resources & Ethics Officer