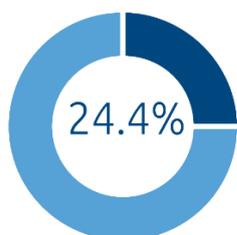
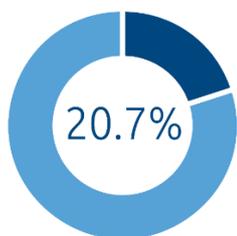




Gender Pay Gap

AEUK Limited is committed to ensuring it pays its employees equally for the same or equivalent work. This is regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. This is ingrained throughout the lifecycle of an employee relationship starting at our hiring process, continuing throughout the career development and promotion cycle and culminating in the leaver process. This is why we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, our gender pay gap is inherent to the industry in which we operate and hence the roles in which men and women work within the organisation and the salaries that these roles attract.

Mean and Median Gender Pay Gap



The **Mean gender pay gap** of 20.7% represents that based on a mathematical average, women are paid 20.7% less than men or 20.7p in the £.

The **Median gender pay gap** shows that when the hourly rates of all males and all females are sorted in ascending order, the hourly rates of males are 24.4% higher or 24.4p in the £ higher.

The industry in which AEUK operates has historically been very male dominated and despite intense national efforts to encourage more women in to the STEM (science, technology, engineering and maths) subjects, it is still estimated that less than 10% of engineers in the UK are female. The % of women working in AEUK has increased from 16.9% in April 2012 to 20.4% in April 2017 alongside an overall increase in headcount of 31%. Our ability to attract and retain exceptional and inspirational women in business is one of the key reasons we are confident that our gender pay gap does not result from unequal pay.



CFO Claire Evans says “AEUK has been promoting women in the engineering industry and after winning the prestigious “Employer of the Year” in 2016 at the Dorset Venus Awards, has sponsored the category “Inspirational Woman in Technology” for the last two years to recognise and raise the awareness of women working in STEM as a key part of its on-going active support for this vital principle and the part that these awards play.”

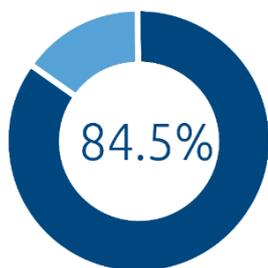


At AEUK, our people are our biggest assets, the company values its peoples’ skills, knowledge and experience and retention of a skilled workforce is essential to the company’s success. We recognise that the best way to keep our people is to invest in them by encouraging training, rewarding high achievements and maintaining close relationships between management and workforce – at the heart of this is fairness, equality and trust which form the foundations of maintaining an exceptional working environment.

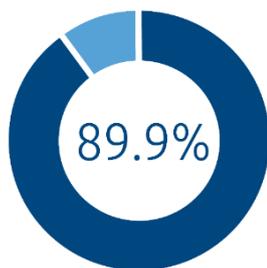


At AEUK we love to reward our people when we can – the gender pay gap statistics on bonuses are presented as follows:

Proportion of females and males receiving a bonus payment



Females

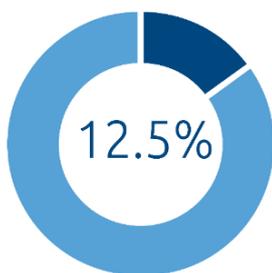
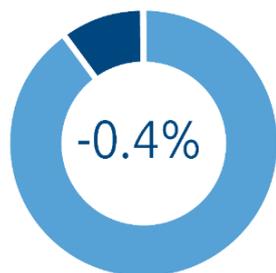


Males

The figures alongside reflect the relative proportions of males and females receiving a bonus in the preceding 12 months of the snapshot date.

During the year, as a result of strong financial performance thanks to the support of all of our employees, we were able to **pay a bonus to all employees** on the payroll at September 2016. Those employees who joined after 30 September 2016 up to 5th April 2017 (11 women and 28 men) were not eligible for this years' bonus.

Mean and Median Bonus Gender Pay Gap



The **Mean bonus gender pay** gap shows that on average women are paid 0.4% more bonus than men in the company.

Taking out the outliers, the **Median bonus gender pay gap** shows that males received on average 12.5% more than females.

AEUK continues to work tirelessly to support and encourage women in to engineering, including but not limited to; holding a female only Year 9 STEM day, asking our inspirational women in business to present at various events encouraging other women in to the industry, holding open evenings and attending careers fairs, sponsoring schools and various schools engineering clubs.

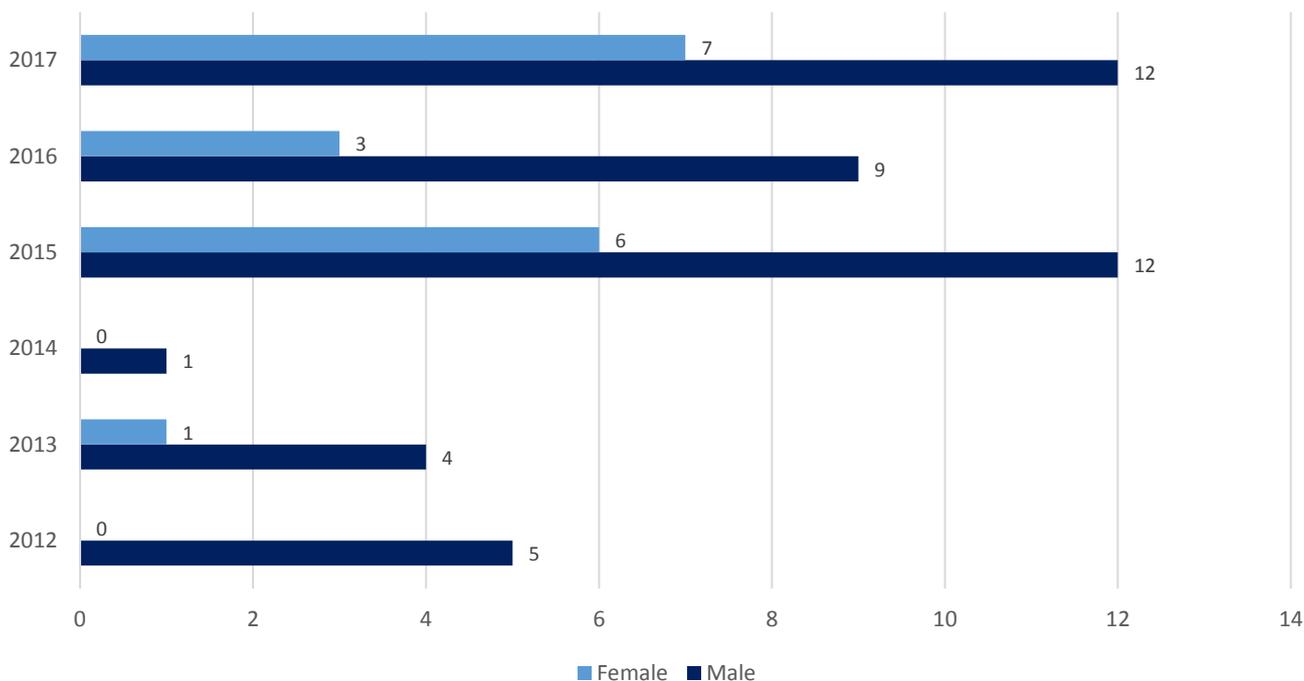
Our graduate and apprenticeship schemes are key to supporting the future of our business by growing in-house engineers, project managers and skilled central function finance, commercial and procurement professionals.



Congratulations to AEUK Engineering Apprentice Charlotte Cox, who was recently presented with the award for Engineering Apprentice of the Year. Charlotte says about working at AEUK “AEUK has allowed me to put in to practice my passion for maths and physics, while learning so much more. I have been privileged to work alongside leading figures in sonar and related fields. I share my story at careers events and a Girls in Engineering Club at a local school, focussing on STEM subjects for young women. AEUK have given me an incredible opportunity and I’m committed to encouraging more people like myself to get in to engineering.”

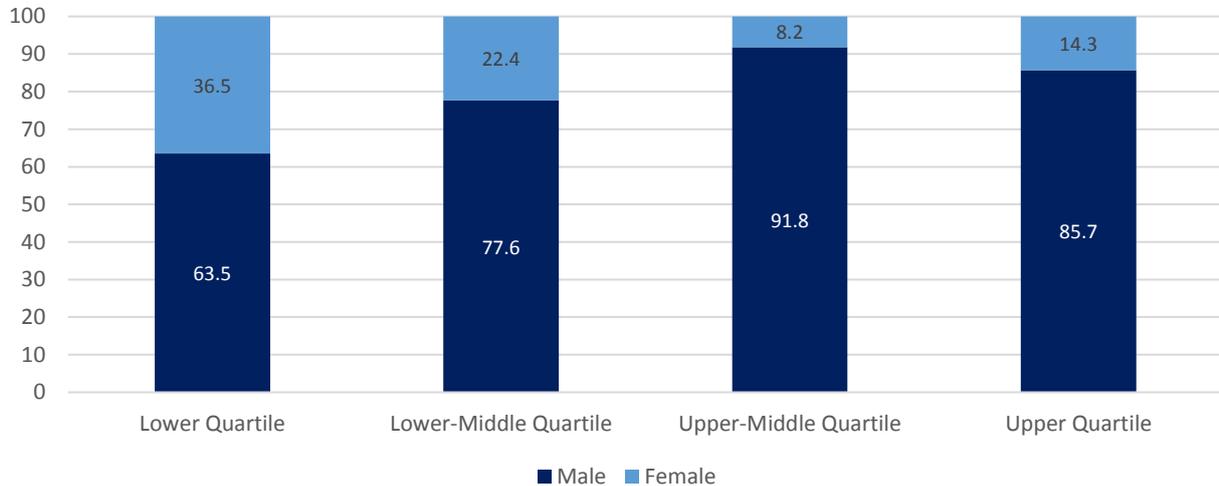
The growth in volume of graduates and apprentices is one of the key drivers in our quartiles reporting with more and more women joining AEUK as apprentices and graduates:

Yearly Graduate, Apprentice and Year In Industry Intake





Proportion of males and females in each quartile



On the snapshot date of 5 April 2017 Atlas Elektronik UK Ltd had 339 full-pay relevant employees of which 270 (79.6%) are male and 69 (20.4%) are female.

All employees were ranked by their hourly pay rate from lowest to highest and divided into quartiles of 85 employees each, with 84 in the Upper quartile.

It will take time for the efforts of encouraging young women in to engineering as apprentices and graduates to flow through to the higher pay bands.



HR Director Russell Warren says “AEUK is committed to promoting gender diversity in all areas of its workforce and will continue to review and monitor all aspects of its pay and reward schemes in line with our policies to ensure that they remain equal and fair to all.

We are absolutely confident that the gender pay gap reported here is not a result of any gender inequality but more a reflection of the industry and sector to which we belong however this is not a matter about which we are complacent and we will continue to monitor this in relation to reported results across the industry.

AEUK continually strives for excellence in all aspects relating to its people and it is committed to continue doing everything that it can to reduce the gap if at all possible, however none of these initiatives will, in itself, remove the gender pay gap - and it may be several years before our efforts encouraging young women in STEM has a significant impact.”

Signed by: Antoni Mazur, Managing Director
Date: April 2018

Signed by: Russell Warren, HR Director
Date: April 2018