

Gender Pay Report

Ultra PCS is committed to creating an inclusive and equitable workplace where all employees can thrive. This dedication to transparency and accountability is reflected in the Gender Pay Report for 2024, which aims to understand and address the gender pay gap within the organisation.

About Ultra PCS

Ultra PCS solves customer problems, providing engineering solutions to safety and mission critical challenges in the air and on the ground.

Our innovative products are used in the latest military aircraft, vehicles, civil aircraft and unmanned vehicles.

Gender Representation

As of April 2024, women represented 23.00% of the 402 UK employees at Ultra PCS, a 3.00% decline from the previous year. Despite this decline, the representation of women at Ultra PCS remains above the national average for engineering and technology firms, which stands at 15.7%. This indicates that while Ultra PCS is performing better than the national average, there is still work to be done to improve gender diversity within the company.

Gender Pay Gap

Ultra PCS has made significant progress in reducing both the median and mean gender pay gaps compared to the previous year. The median gender pay gap decreased from 14.57% in 2023 to 12.76% in 2024, a reduction of 1.81%. This indicates that the pay distribution for women has improved relative to men, bringing the median pay closer together. The mean gender pay gap saw an even more substantial reduction, decreasing from 28.18% in 2023 to 22.14% in 2024, a reduction of 6.04%. This demonstrates that, on average, the earnings of women have increased relative to men, suggesting a positive shift towards more equitable pay practices.

Gender Pay Gap

12.76% median



22.14% mean

In 2024 for every £1 a man earned at Ultra PCS a woman earned 78p

Gender Bonus Gap

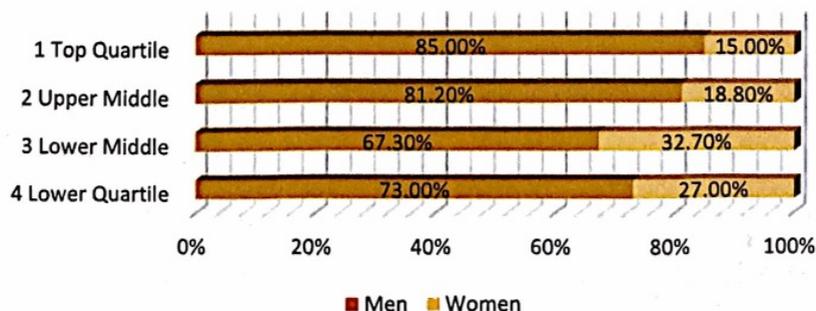
14.08% median



36.72% mean

96.00% of both male and female employees received bonuses

The proportion of men and women in each quartile



Detailed Pay Comparisons

- **Median Pay Comparison:** In 2024, for every £1 earned by male employees, female employees earned £0.87, an improvement from £0.85 in 2023. This showcases efforts to promote gender equality in the workplace, with the gap narrowing from 14.57% in 2023 to 12.76% in 2024.
- **Mean Pay Comparison:** In 2024, for every £1 earned by male employees, female employees earned £0.78, up from £0.72 in 2023. This reflects a substantial reduction in the mean gender pay gap from 28.18% to 22.14%.

Bonus Distribution

- **2024 Data:** 96.00% of both male and female employees received bonuses.
- **Mean Bonus Gap:** The mean bonus for male employees was £4,146.96, while for female employees it was £2,624.18, resulting in a mean gender bonus gap of 36.72%.
- **Median Bonus Gap:** The median bonus for male employees was £1,427.53, while for female employees it was £1,224.00, resulting in a median gender bonus gap of 14.08%.

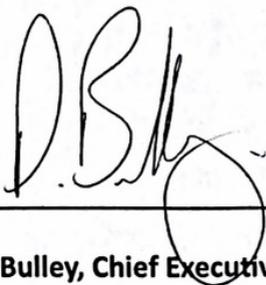
Initiatives to close the Gender Pay Gap

Ultra PCS is committed to closing the gender pay gap through a series of targeted initiatives:

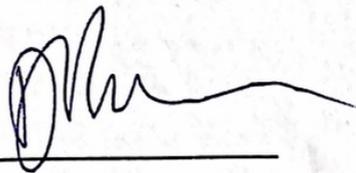
- **Family support:** Enhanced maternity leave, support during family leave and fertility treatment leave to support employees in balancing work and family responsibilities.
- **Manager coaching:** Training on unconscious bias and inclusive leadership to foster a diverse and inclusive culture within teams.
- **Recruitment:** Structured interviews, diverse hiring panels and merit-based hiring to ensure a fair and consistent approach in the hiring process.
- **Additional initiatives:** Promoting flexible working arrangements to help employees balance work and family responsibilities, which can be particularly beneficial for women.

Conclusion

Ultra PCS has made improvements in reducing the gender pay gap and increasing female representation in higher pay quartiles. The company remains dedicated to promoting gender equality and ensuring fair pay practices. Ongoing efforts and targeted initiatives are essential to continue this progress and create a more equitable and inclusive workplace for all employees.



David Bulley, Chief Executive Officer



Daniel Ruback, Chief Financial Officer