

Gender Pay Report 2024

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 solutions can be found in the latest military aircraft and vehicles, in civil aircraft, and in unmanned vehicles. We also offer innovative products optimised to support the unique challenges of the dismounted soldier.

We help to ensure our customers get to where they need to be safely, achieve their objectives and keep on going back.

Ultra PCS in the UK

Ultra PCS has been at the forefront of the effort to generate generic architectures for soldiers, vehicles and bases. We employ just under 400 employees across two sites in the UK and this is split into three value streams: Stores Ejection, Critical Control and Data Processing.

Our Gender Pay Gap reporting

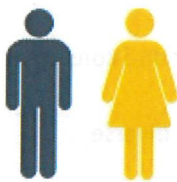
In line with Government legislation, Ultra PCS is publishing its annual Pay Gap report based on snapshot data from April 2023. This is the first Ultra PCS Gender Pay Gap report since we became Ultra PCS Ltd on 1 January 2023 and are no longer part of Ultra Group.

Gender Pay Gap is not the same as equal pay. Equal pay is the right for men and women to receive equal pay for carrying out the same or similar roles. The Gender Pay Gap is the difference in the median and average base and bonus pay between all men and women across an organisation, regardless of their role.

Women represented 26% of the 402 UK employees in Ultra PCS on 5 April 2023.

Gender Pay Gap

14.57% median



28.18% mean

14.3% Average UK median gap *ONS report 2023
In 2023 for every £1 a man earned at Ultra PCS a woman earned 85p

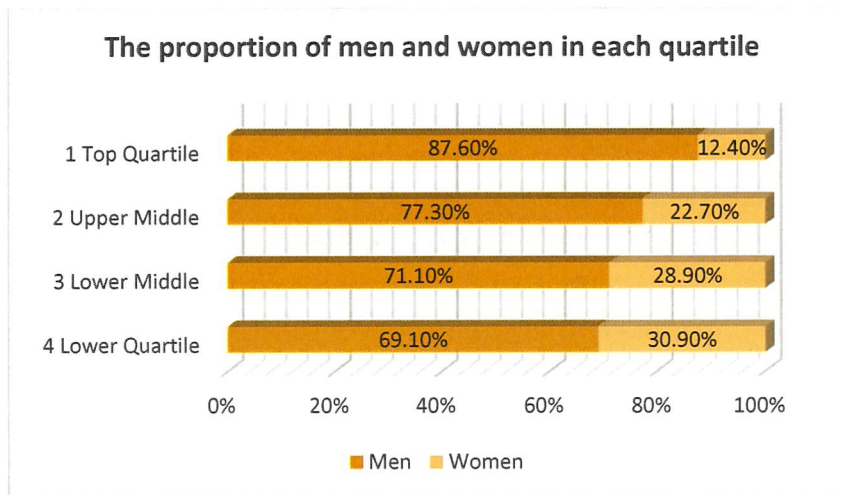
Gender Bonus Gap

11.24% median



57.3% mean

85.5% of men received bonus pay
80.1% of women received bonus pay



Understanding the data

The mean is the difference between the average pay of women and men. The median is the mid-point in a range of salaries, sorted from highest to lowest, for both men and women. The median pay gap is the difference between the median pay rate for men and women.

The Gender Pay Gap at Ultra PCS is present largely due to the lack of representation of female employees within the Engineering sector. Whilst our shop floor workforce is made up of 22.5% women, this makes up a large proportion of our lower paid roles.

The Bonus Pay Gap at Ultra PCS is driven from our bonus structure – due to the workforce being made up of 74% men, therefore a higher percentage of men are in more senior roles than women. Our bonus levels increase with seniority and therefore more men are paid higher bonus pay.

Ultra PCS continually ensures that women and men are paid equally for the same or similar roles.

What is Ultra PCS doing to help close the Gender Pay Gap?

- Enhanced maternity pay to help support those who become pregnant during employment and encouraging them to return from Family Leave.
- Coaching our managers to provide a diverse and inclusive culture.
- Roll out of recruitment and interview training to all managers to ensure a fair and consistent approach, mitigating the risk of discrimination.
- Proactively improving our external profile in the marketplace to attract more diverse candidates into the talent pipeline.
- Identifying female talent through out Talent Management processes and supporting their progression and development.

David Bulley, Chief Executive Officer

Daniel Ruback, Chief Financial Officer