

# Evaluating CMS Wimborne Ltd UK Gender Pay Gap

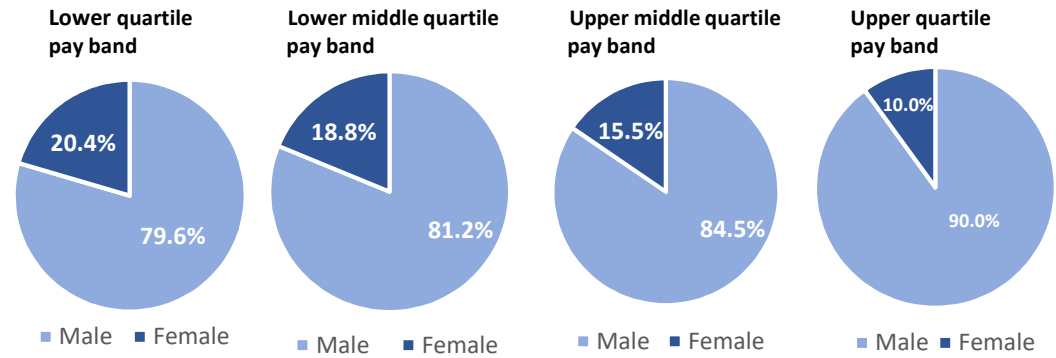
**Introduction**  
 The Equality Act 2010 (Gender Pay Gap Information) Regulations (2017) requires businesses with more than 250 employees to publish gender pay gap statistics. Gender Pay Gap Reporting looks at the average earnings within a business across all jobs, levels and salaries. Gender pay gap reporting is not about equal pay for men and women doing the same jobs, this has been a legal requirement for many years and CMS Wimborne has robust processes in place to ensure equality of pay. It is about making sure companies recognize and understand pay gaps where they exist. CMS Wimborne recognizes and understands its gender pay gap and is committed to reporting annually the actions being taken and the progress being made to reduce the gap. As of 5 April 2020, CMS Wimborne had 1 employing legal entity in the UK which had more than 250 employees.

## Cobham Mission Systems Wimborne 's 2020 gender pay gap

CMS Wimborne relies heavily on the high-skilled workers from science, technology, engineering and mathematics (STEM) related fields. As of 2020, only 24.2 percent of the UK's core STEM workforce is female and only 10.4% of engineering professionals are women (Wise Statistics, 2020) and this is reflected in CMS Wimborne's gender diversity.

Less than 5% of our female population work in an administration role, the majority work across the functional areas of the business such as Engineering, Programmes, Supply Chain, Operations, Finance etc. However, we recognize that in order to tackle our gender pay gap, we need to increase the number of females in more senior positions within the organization.

CMS Wimborne's UK pay quartiles by gender can be seen below:

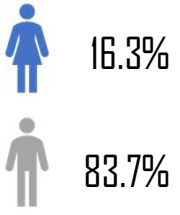


Mean gender pay gap	22.5%
Median gender pay gap	26.3%
Mean gender bonus gap*	26.6%
Median gender bonus gap*	36.6%

Proportion of employees receiving a bonus	
Female:	94.2%
Male:	95.5%

\* CMS Wimborne Ltd operates an Annual Incentive Program (Bonus) for all it's employees and the mean and median gender bonus gap are reflective of the points mentioned above.

### CMS Wimborne Gender Mix



## Tackling gender diversity at CMS Wimborne



At CMS Wimborne Ltd, we are focused on ensuring that we create and benefit from a strong, talented, diverse workforce at all levels of the organization. We are committed to promoting career paths for women in engineering at the earliest opportunity in order to develop a strong pipeline of high performing talent. We recognize that in the short term this may increase our gender pay gap, as we recruit more females into entry level roles. We believe this to be an essential part of our long term strategy. However, to help counter this in the short term and recognize how working practices have changed over the past 18 months, we have taken a number of key decisions to make the workplace more attractive to those who maybe considering a return to a previous career through undertaking the following:

- Creating a diverse mix of family friendly policies (maternity, paternity and adoption leave, greater flexible working options etc.) that are designed to further support our female colleagues and encourage women who have taken career breaks back into the workforce.
- Advertising jobs to use more inclusionary language and offer full flexibility on all roles.
- Creating an Inclusion & Diversity forum at a site level and across the wider group, where voices can be heard and challenges made to the senior leadership to help create positive change for it's diverse employee population.
- Senior grade roles must include a female applicant for consideration before a role can be closed.
- Becoming affiliated with Woking Mums for targeted recruitment activity.
- Working with the local Schools and Colleges to help make STEM more attractive to women and encourage them to take up a rewarding career within this discipline.
- Training rolled out to all employees covering unconscious bias and Equality, Diversity and Inclusion and policies updated to reflect this.
- All people development programmes include Inclusion and Diversity modules to reinforce our position in this area.
- Recognise and celebrate national diversity and Women in Engineering days through Group wide and local communications proving greater awareness, highlighting our female talent and celebrating their successes.
- General Manager lead I&D discussions with female population to gain a better understanding of where change may be needed to make CMS Wimborne more inclusive.

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## CMS Wimborne Ltd Gender Pay Gap Detailed Results

As of 5 April 2020

Legal Entity	Number of relevant employees in legal entity	Proportion of male and female employees in legal entity (M%/F%)	Mean hourly pay difference between male and female employees (%)	Median hourly pay difference between male and female employees (%)	Mean difference in bonus between male and female employees (%)	Median difference in bonus between male and female employees (%)	Proportion of men/ women receiving bonus pay (M%/F%)	Proportion of men/ women in lower quartile pay band (M%/F%)	Proportion of men/ women in lower middle quartile pay band (M%/F%)	Proportion of men/ women in upper middle pay band (M%/F%)	Proportion of men/ women in upper quartile pay band (M%/F%)
CMS Wimborne	737	83.8% / 16.2%	22.5%	26.3%	26.6%	36.6%	95.5% / 94.2%	79.6% / 20.4	81.2% / 18.8%	84.5% / 15.5%	90.0% / 10.0%

### Statement

We confirm that the information and data provided is accurate and in accordance with mandatory requirements.



Kevin McKeown – CEO Cobham Mission Systems



Lisa Maher, Chief Human Resource Officer – Cobham Mission Systems