

GENDER PAY GAP REPORT 2020



STATUTORY DISCLOSURES

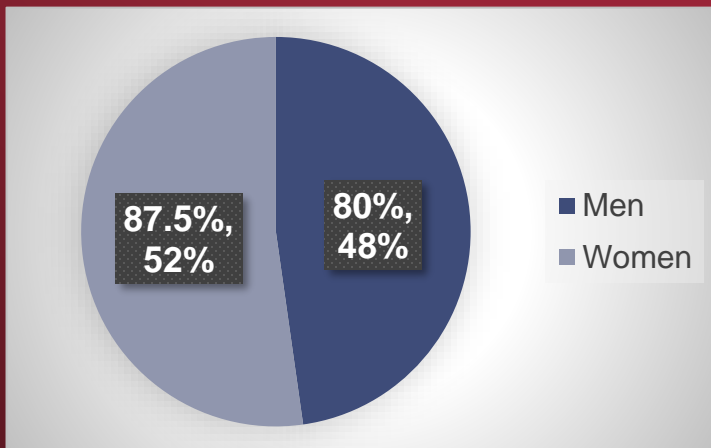
The information below shows the overall mean and median gender pay gap, as well as the gender bonus gap, based on hourly rates of pay of those employed on the snapshot date of 31 March 2020 and bonuses paid in the year to 31 March 2020 for Triumph Aerospace Operations UK Ltd.

These statistics are based off 288 permanent employees (Male 83%, Female 17%)

	Median	Mean
PAY GAP	32.6%	28.0%
BONUS GAP	31.2%	75.5%

The gender pay gap of 28.0% is based on Triumph Aerospace Operations UK Ltd's staff based in England, Scotland and Wales, in line with the requirements of the Regulations and is the first gender pay analysis since the divestiture of the Triumph Farnborough location.

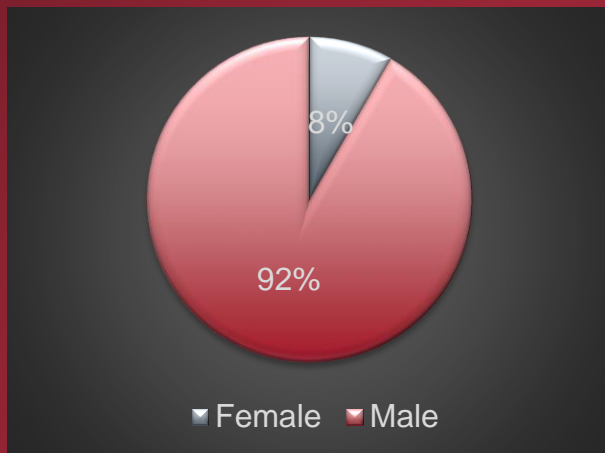
PROPORTION OF EMPLOYEES RECEIVING BONUS



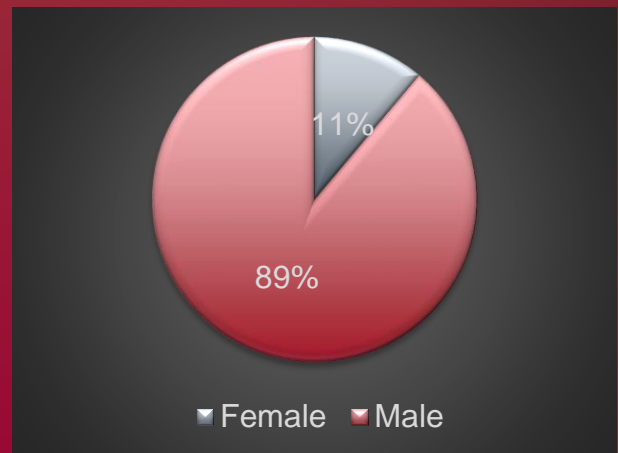
TRIUMPH AEROSPACE OPERATIONS UK LTD GENDER PAY GAP REPORT 2020

PROPORTION OF FEMALES AND MALES IN EACH QUARTILE BAND

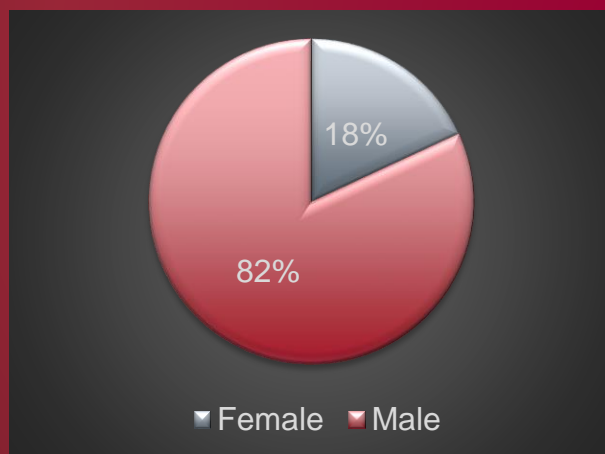
Upper Quartile



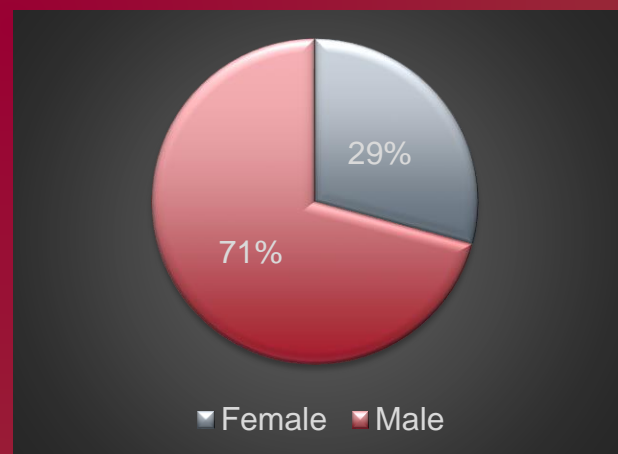
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



In our gender pay gap analysis leading up to the 31st March 2020, our mean Bonus gender Pay Gap has increased on the previous year. We recognise the increase in the 2020 analysis and are developing an action plan to prioritise this area in the future. Triumph strives to put changes in place to promote gender equality, including working with external partners to positively influence our approach and to embed Triumph cultures

Karen Conway
HR Director