



## **Lufthansa Technik Turbine Shannon Limited**

### **Gender Pay Gap 2023**

#### **What is gender pay gap reporting?**

Starting from 2022 in Ireland, organisations with 250 or more employees must publish data on their gender pay gap every year. The gender pay gap is a comparison of the average earnings for men and women regardless of the work they do.

#### **Why does it matter?**

Gender pay reporting can highlight where there are differences in representation in organisations. For instance, if an organisation has more men than women in well-paid senior roles and more women than men in less well-paid junior roles, then the average pay for men will be higher than for women and there will be a gender pay gap in favour of men.

Understanding the data for an organisation is important as it can highlight whether women are represented in all parts of a business.

#### **Lufthansa Technik Turbine Shannon Ltd.**

The company operates a high technology aircraft engine component repair facility at Shannon, Ireland. It is engaged in the application of various OEM proprietary and non-proprietary processes for the repair of turbine components.

While we embrace difference and champion inclusion, and gender representation is an important area for us, traditionally and due to the nature of our work we have more men than women working for our company. We continue to work to improve gender balance as part of our ongoing commitment to inclusion and to give everyone the chance to be the best they can be.



**2023 Gender Pay Gap data for Lufthansa Technik Turbine Shannon Ltd.**

The 2023 report covers 350 people. 88% are men (2022; 89% ) and 12% are women (2022;11%). The snapshot date was 30 June 2023, with a reference period of 1 July 2022 - 30 June 2023.

	Mean	Median
Hourly Remuneration*	17%	20%

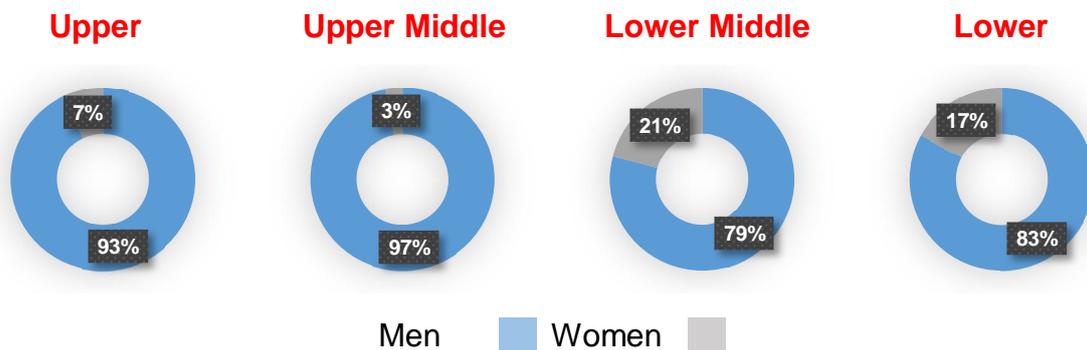
	Men	Women
Bonus Pay Received	6%	7%

	Mean	Median
Bonus Pay Gap*	29%	31%

	Men	Women
Benefit in Kind Received	89%	76%

\*A positive percentage indicates a gap in favour of men.

**Split of Gender by Quartile**



**Data**

For our hourly remuneration and bonus pay gaps, we report a mean and a median figure. Mean data is calculated by adding up all the numbers in a sample and dividing by the number in that sample. Median data is calculated by ranging the numbers in order from the lowest paid to the highest paid, and the middle number is the median.

In our report, the calculations of mean and median hourly remuneration gap and bonus pay gap are calculated by taking the figure for women away from the figure for men and dividing by the figure for men. To calculate pay quartiles or quarters we put the pay of all individuals in descending order and then split them into four equally sized groups. We then report on the percentage of men and women in each group.

Hourly remuneration includes all forms of cash payment, including allowances and bonuses as well as basic pay. Bonus includes vouchers as well as performance bonuses if applicable.



### **The reasons why we have a gender pay gap at LTTS**

Over 50% of our workforce are subject to collective agreements where the relevant pay and increments are set and applied equally to everyone. The remainder of our roles are managed within our salary management principles and processes.

Our data reflects the representation of women in the different roles on site. In the roles which are subject to collective agreements we have a significantly higher proportion of men than women compared to the overall mix on site (approx. 5%, 2022; 4%). While when recruiting we always would like to increase this mix, due to the nature of the role it is always not possible, but we continue to try and improve this. In the remaining group we have slightly higher percentage but still more men (79%, 2022 80%). In our most senior roles, however, that percentage increases to 86% men, which is the same percentage as 2022. Again, we would like to increase the proportion of women while remaining aligned to our transparent recruitment process.

### **What steps have we taken?**

Our plan to make the company more inclusive has not changed since last reported. Outlined below are some steps we have already taken and we continue to try and improve on ways to do this:

- It is not possible to offer full flexibility in some of our roles but we offer Flexi time, Flexi leave and hybrid working (where possible). Our Maternity Leave is fully paid for 26 weeks and we continuously look at what else we can do.
- Support colleagues to develop their careers and manage their work/life balance.
- Review, and promote awareness of, our benefits.
- Review our approach to workplace flexibility to ensure it is following best practice.
- Include concerns particular to the health of women in our health and wellbeing programmes.
- Educate our teams on typical biases and micro behaviours that women experience in the workplace
- Aim for gender balance in succession planning.
- Encourage the uptake of the Education Assistance Programme that is available on site as a development opportunity.
- Aim for gender balance on both interviewer and interviewee panels when recruiting for roles.
- Refresh unconscious bias hiring training and interview skills for our hiring managers.

The above list is not intended to be exhaustive.