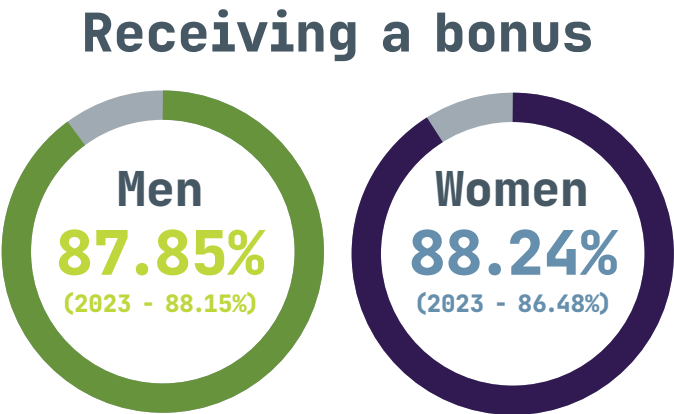
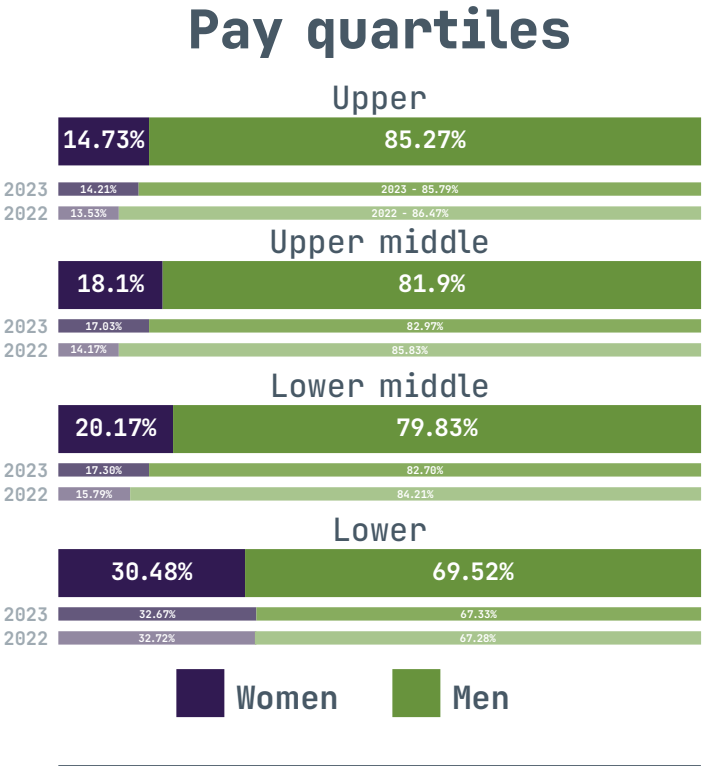
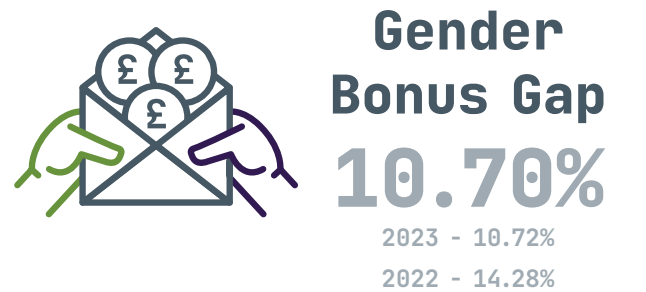
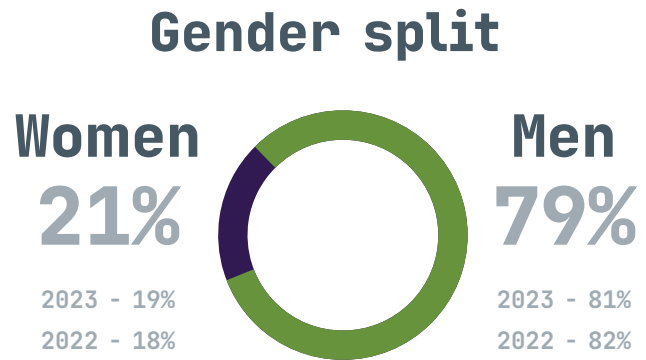
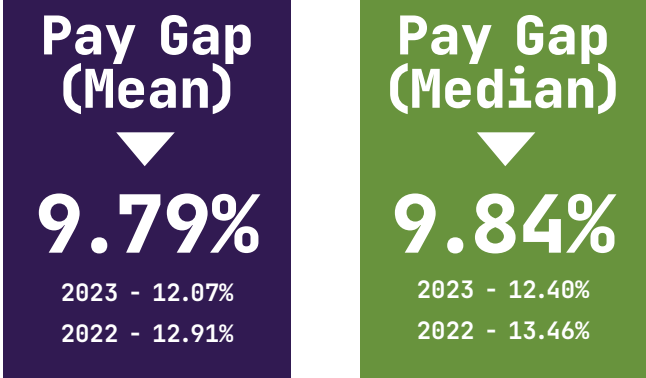


# GPG2024

Gender Pay Gap Report 2024

# LEONARDO GENDER PAY GAP REPORT 2024



## ABOUT THE REPORT

Since Leonardo UK began reporting on its gender pay gap in 2017, we have seen a reduction of 8.69% (mean). I'm encouraged to see that the wide variety of programmes we have invested in to drive change are having a sustainable impact on our organisation.

We are facing some strong challenges in terms of our recruitment opportunities, how we work with educational institutions, and the perception and brand of the Defence industry. It's an increasingly difficult market and we must ensure that we continue to adjust our People plan accordingly.

At a national level, we also have some shared challenges. In 2023, there were 38,000 fewer women\* working in engineering and technology in the UK than in 2022, meaning women now make up 15.7% of the sector.

In schools, girls make up half of those studying GCSE maths and physics, but this drops to 37% and 23% respectively at A-level\*.

\* Engineering UK

Our focus is to look across the variety of opportunities to influence change – a robust STEM outreach strategy to encourage more girls to consider a future career in engineering and technology, creating early career opportunities that inspire and reach more people who may not go down the university route, nurturing a culture where all colleagues feel supported to thrive at work, and offering learning and development opportunities that are targeted and aligned to our goals.

Looking at the reduction in our GPG this year, it is clear that our focus is on the right challenges, and we are seeing results in our combined efforts across the business. We will continue on this journey, working with industry to ensure that the defence of our nation has a diverse team to create the innovative solutions that are required.



Clive Higgins  
UK Chair & CEO, Leonardo

## HOW DO WE CALCULATE GPG?

Since 2017, all UK companies with more than 250 employees have been legally obliged to publish a Gender Pay Gap (GPG) report.

The GPG measures the difference in the average pay between men and women employed in the UK on one specific date each year. The average hourly pay of each man and woman is identified, and the median and mean compared. This difference is the GPG.

The mean and median GPG for any bonus pay is also captured and reported. The GPG is a different set of data to equal pay, which means you must pay men and women the same for equal or similar work.

In alignment with the current requirements for GPG reporting, we report gender in a binary way, identifying the gap between men and women.