



KLM UK ENGINEERING

GENDER PAY GAP REPORT
APRIL 2025

PREPARED BY:
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OVERVIEW



At KLM UK Engineering, we are committed to creating an inclusive, diverse, and equitable workplace. As an organisation with a long-standing presence in the aviation engineering sector, we recognise the importance of transparency and accountability in our approach to diversity and pay equity.

The gender pay gap measures the difference between the average pay of men and women across all roles within the organisation. It is not a measure of equal pay, which compares pay for men and women performing the same work. We are confident that men and women are paid equally for undertaking equivalent jobs across our business.

WHO WE ARE

KLM UK Engineering has been in business for over 50 years, employing approximately 394 people at our facility at Norwich International Airport. Our team comprises qualified engineers, mechanics, and professional support staff who deliver high-quality repair and maintenance services for a range of aircraft types across our three-hangar facility and various line stations throughout the UK.

Our apprenticeships are delivered through the International Aviation Academy, providing top-tier technical training and fostering the development of the next generation of aircraft mechanics. This partnership enables us to offer hands-on experience and practical learning, setting apprentices on a path to become highly skilled professionals in the aviation sector. Additionally, the International Aviation Academy continues to deliver on-site technical training, ensuring that our employees remain equipped with cutting-edge skills and knowledge.

OUR COMMITMENT TO DIVERSITY AND INCLUSION

We are committed to building and maintaining a diverse workforce and inspiring future talent. As part of this commitment, we offered 36 work experience placements in 2024.

While this number remains high to maximise outreach, we plan to reduce it in 2025 to make the experience more focused and impactful for participants.

Additionally, we will be creating more data on apprenticeship applications to better track and report on diversity within this talent pipeline.

- **ED&I Training:** We have conducted in-person ED&I training for the majority of employees, including tailored training for managers, to raise awareness and promote inclusivity.
- **Women in Engineering Group:** In 2024, our focus was on setting up the working group and taking some initial actions. 2025 will be about identifying the next steps and focusing on areas that will further strengthen the group's impact on the business.
- **Men as Associates:** To foster allyship, we involve male colleagues as associates within diversity initiatives to build a supportive and inclusive environment.
- **Supporting Women's Wellbeing:** We now provide sanitary products on-site and are enhancing workplace facilities to accommodate the needs of all employees.
- **Outreach Initiatives:** We are committed to inspiring the next generation of diverse engineers by working with schools, promoting STEM careers to young women, and partnering with the Wensum Trust to support visually impaired students.
- **Mentorship Collaboration with ALTA:** We actively collaborate with ALTA to provide mentorship opportunities, supporting women in developing their careers within the industry.

TRANSPARENCY AND ACCOUNTABILITY



Our reporting includes both statistical data and narrative explanations to ensure clarity and understanding and we are committed to taking consistent steps towards further diversity and inclusion.

NEXT STEPS



Looking ahead, we aim to expand our outreach activities to further encourage diversity at the grassroots level.

We are looking to engaging with more women in outreach roles, collaborating with educational institutions to inspire young talent.

We will also continue to hold ourselves accountable through transparent and consistent reporting.

GENDER PAY GAP DATA 2024

The gender pay gap data presented here is accurate as of 5th April 2024. We are transparent in reporting this data as part of our commitment to closing the gap and promoting equality.

- Mean Hourly Rate, Gap: 28.7%
- Median Hourly Rate: Gap: 28.6%
- Bonus Pay: No bonus payments were made in the reporting period.
- Pay Quartiles:
 - Lower Quartile: 77.3% Male, 22.7% Female
 - Lower Middle Quartile: 86.5% Male, 13.5% Female
 - Upper Middle Quartile: 90.7% Male, 9.3% Female
 - Upper Quartile: 99% Male, 1% Female

DECLARATION STATEMENT

We confirm that the data and information within this report are accurate as of the snapshot date of 5th April 2024.

Wayne Easlea, Managing Director
Gabrielle Zeter, HR Director

