



# KLM UK ENGINEERING

**GENDER PAY GAP REPORT  
MARCH 2026**

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# OVERVIEW

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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. The gender pay gap in our organisation is influenced significantly by the overall gender composition of the engineering sector, particularly in technical and senior roles.

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# WHO WE ARE

KLM UK Engineering has been in business for over 50 years, employing approximately 408 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

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We are committed to building and maintaining a diverse workforce and inspiring future talent. Additionally, we will be creating more data on apprenticeship applications to better track and report on diversity within this talent pipeline.

- **Supporting Women's Wellbeing:** We now provide sanitary products on-site and are enhancing workplace facilities to accommodate the needs of all employees.
- **Mentorship Collaboration with ALTA:** We actively collaborate with ALTA to provide mentorship opportunities, supporting women in developing their careers within the industry.
- **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.
- **Work Experience:** As part of this commitment, we offered 20 work experience placements in 2025. Whilst they were fewer than the previous year, we worked on improving the quality of the students' experience.
- **Sexual Harassment Policy to reinforce our commitment to Safe Working Environment:**
  - In 2025, we began the development and implementation of our Sexual Harassment Policy in line with new legislative requirements. However, this work was not driven by compliance alone. We recognise the importance of ensuring that our workplace is safe, respectful and inclusive for everyone.
  - The policy development was highly collaborative, involving the Women in Engineering Group, male allies, union and employee representatives as well as managers across the business.
  - The training delivered as part of the policy rollout generated meaningful discussion and reflection.
  - Following a structured risk assessment process, we have identified actions which we are now actively working through.

# NEXT STEPS

Looking ahead, we will continue to take practical steps to strengthen inclusion across the organisation.

In 2026, we will build further support around menopause awareness and education. As part of our Mental Health and Wellbeing Day, the Norfolk Menopause Clinic joined us to provide information and practical guidance. We have also established contact with a specialist coach who offers a holistic approach to hormonal health and wellbeing, ensuring employees have access to informed support where needed.

We will continue expanding outreach activities to encourage diversity at grassroots level and increase engagement with women in outreach roles and educational institutions.

We will also continue embedding our Sexual Harassment Policy through ongoing dialogue, training and review of actions identified through the risk assessment process. Whilst not directly related to pay, this forms part of our wider cultural commitment to ensuring KLM UK Engineering is a safe and inclusive place to work.

We remain committed to transparent and consistent reporting of our gender pay gap data. We recognise that meaningful change in representation takes time, and we remain committed to sustained, measurable action.



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# GENDER PAY GAP DATA 2025

The gender pay gap data presented here is accurate as of 5th April 2025. We are transparent in reporting this data as part of our commitment to closing the gap and promoting equality. As at the snapshot date, our workforce comprised 87% men and 13% women

**Mean Hourly Rate**, Gap: 19.6%

**Median Hourly Rate**: Gap: 31.5%

**Bonus Pay:**

- 98.9% of males received a bonus
- 98% of females received a bonus
- Mean Bonus Gap: 39.4%
- Median Bonus Gap: 24.5%

**Pay Quartiles:**

- Lower Quartile: 74.3% Male, 25.7% Female
- Lower Middle Quartile: 85.0% Male, 15.0% Female
- Upper Middle Quartile: 94.1% Male, 5.9% Female
- Upper Quartile: 96.0% Male, 4.0% Female

This year, the mean gender pay gap has reduced. This reflects movement in average earnings across the organisation and changes in workforce composition.

However, the median gender pay gap has increased. The median figure is influenced more heavily by pay distribution across quartiles. Our data shows that women are less represented in the upper and upper-middle quartiles, which continues to impact the overall median gap.

All males and females are part of the same bonus and profit share schemes. Those who not receive a bonus were not eligible due to their start date relative to the payment period for the scheme.

Our workforce composition is a significant factor in the variances observed. Structural representation at higher pay levels remains a key factor in our gender pay gap. We are addressing this through focus on development and attraction strategies over time.

# DECLARATION STATEMENT

We confirm that the data and information within this report are accurate as of the snapshot date of 5th April 2025.

Wayne Easlea, Managing Director  
Gabrielle Zeter, HR Director

