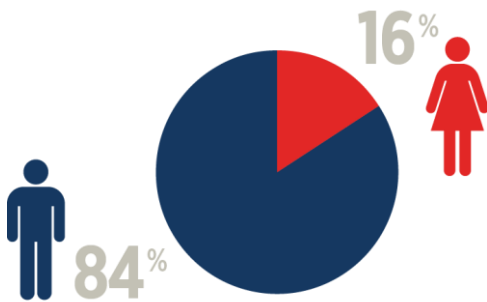


Gender Pay Gap Report and Supporting Narrative 2017 – 2018, Leonardo in the UK

The analysis of our Gender Pay Gap (GPG) shows that it is predominantly driven by the greater number of male employees in senior job posts that are normally higher paid roles within the business. This can be said for the overall figure and the bonus figure.

We continue to review our approach to employee remuneration and where appropriate will develop solutions to address unjust gaps in remuneration which exist, thus aiming to ensure our policies, practices and procedures are fair and transparent for all employees.

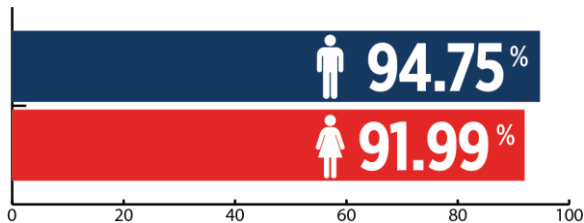
OUR CURRENT GENDER MAKE-UP



OUR CURRENT GENDER PAY GAP

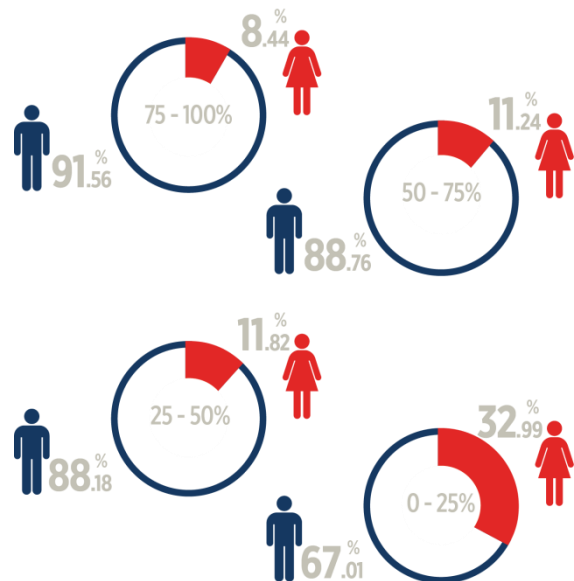
Mean Pay Gap	18.48%
Median Pay Gap	20.41%
Mean Bonus Pay Gap	39.96%
Median Bonus Pay Gap	0.00%

PERCENTAGE OF MALES AND FEMALES RECEIVING A BONUS



16% of our workforce is currently female and we would therefore expect to see an even distribution of 16% female across each pay quartile. However, this is not the case and thus illustrates that our gap is mainly due to the lack of females who sit within the upper middle and upper quartiles.

HOURLY PAY QUARTILES





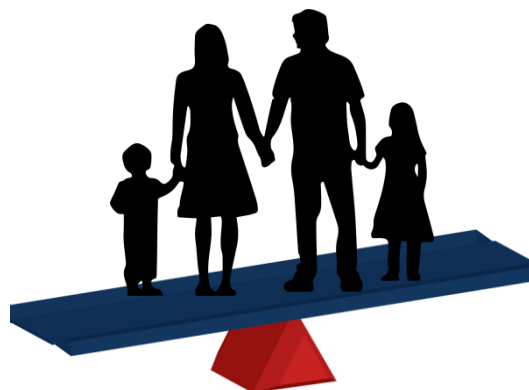
OUR AIMS TO ELIMINATE OUR CURRENT GENDER PAY GAP

We aspire to provide an employment proposition that will encourage and ensure female employees can access all opportunities to develop and progress their career into more senior roles within the business. Regularly reviewing how employees are routed into our talent pools and how this then feeds into the succession plans for senior job post will ensure we can measure that a proportionate gender balance is being observed.



We strive to increase incrementally the number of females employed by Leonardo MW Ltd aiming to improve the male/female ratio to 70/30 by 2025. Continue with our focus on how to attract key female talent into the engineering sector through STEM activities in the local communities. Better educate our employees on Diversity and Inclusion which is aimed at eliminating any potential unconscious bias that may exist during the internal and external hiring process.

We aim to make flexible working the norm rather than the exception. Busting the myths around what flexible working means and encourage the business to act differently. Actively support females returning to work following maternity, adoption leave and or a career break, offering greater opportunity to conduct their work differently. Frequently review our worklife balance offerings and train our employees to make any female returners feel welcome and supported in work.



I confirm that the data reported is accurate.

Norman J Bone
Chairman and Managing Director
Leonardo MW Ltd