

UK Gender Pay Gap Report 2017

Appendix – revised March 2019

Our results by UK legal entity employing 250 or more people.

Legal Entity	Gender Pay Gap		Gender Bonus Gap		Percentage of population receiving a bonus		Percentage of male and female employees in pay quartiles							
	Mean	Median	Mean	Median	Male	Female	Lower quartile		Lower middle quartile		Upper middle quartile		Top quartile	
							Male	Female	Male	Female	Male	Female	Male	Female
All legal entities*	11.2%	10.3%	21.5%	8.2%	76%	77%	72%	28%	80%	20%	83%	17%	87%	13%
BAE Systems Applied Intelligence Limited	17.9%	21.0%	54.3%	39.4%	79%	91%	69%	31%	73%	27%	80%	20%	88%	12%
BAE Systems (Operations) Limited	9.8%	7.8%	7.3%	9.6%	89%	90%	71%	29%	78%	22%	82%	18%	91%	9%
BAE Systems Global Combat Systems Limited	16.9%	18.6%	24.6%	23.3%	95%	97%	55%	45%	74%	26%	78%	22%	90%	10%
BAE Systems Global Combat Systems Munitions Limited	7.7%	6.8%	11.1%	17.5%	100%	99%	77%	23%	83%	17%	90%	10%	88%	12%
BAE Systems Marine Limited	16.1%	16.1%	14.2%	24.1%	6%	5%	71%	29%	75%	25%	88%	12%	91%	9%
BAE Systems plc	17.3%	15.6%	33.6%	27.4%	94%	96%	59%	41%	83%	17%	84%	16%	84%	16%
BAE Systems Surface Ships Limited	8.0%	8.4%	15.4%	0.0%	96%	94%	81%	19%	83%	17%	87%	13%	88%	12%

Further information

The method for calculating the gender pay gap figures has been outlined by the UK Government and the results from every qualifying UK organisation will be published here:

 <https://gender-pay-gap.service.gov.uk/viewing/search-results>

*All UK Legal Entities data includes areas in our UK business where there are fewer than 250 employees and therefore are not reported separately given the legislative guidance.