

Gender Pay Gap Report – HQW Aerospace (UK) Ltd

HQW Aerospace is required by law to publish an annual gender pay gap report.

This report is for the snapshot date of 5th April 2025 – published in 2026.

HQW Aerospace (UK) employs over 320 employees at their purpose-built factory located in Plymouth, Southwest Coast of the UK.

What are the underlying causes of HQW Aerospace’s gender pay gap?

HQW Aerospace has a policy of paying employees equally for the same and equivalent work, reviews pay and benefits at regular intervals and evaluates job roles and pay grades to ensure a fair structure.

We are confident that the published gender pay gap does not stem from paying men and women differently for the same, or equivalent, work. Rather its gender pay gap is a result of the roles in which men and women work within the company and the salaries that these roles attract.

The mean Gender Pay Gap for 2025 is 19.1%, a reduction from 20.9% reported in 2024.

While this represents progress, a significant gap remains. Key contributing factors include:

- The nature of the business, combined with local demographics, results in a limited pool of female candidates for specialised engineering roles. In addition, local university engineering programmes do not closely align with the company’s specific areas of expertise.
- Our working patterns and conditions within specific manufacturing roles tend to attract more female applicants, particularly those balancing family responsibilities.
- Shopfloor roles have historically been male dominated, reflecting the existing skills base within the Plymouth manufacturing sector. However, we have had an increase in female roles within the shop floor, and the business is actively exploring opportunities to continue to train, upskill, and support female employees in progressing within the organisation.

What is HQW Aerospace doing to address its gender pay gap?

HQW Aerospace recognises the importance of attracting more women into what has traditionally been a male-dominated industry. The current gender balance reflects the company’s manufacturing and engineering focus, where higher-skilled roles have historically been filled predominantly by men. The company is committed to challenging this trend and driving cultural change through targeted recruitment, alongside learning and development initiatives.

The business will continue to promote career opportunities across schools, colleges, universities, and at careers events, encouraging more women to consider roles in manufacturing at all levels.

In addition, the company is reviewing its overall reward offering and developing a range of family-friendly policies designed to attract, support, and retain a more diverse workforce.

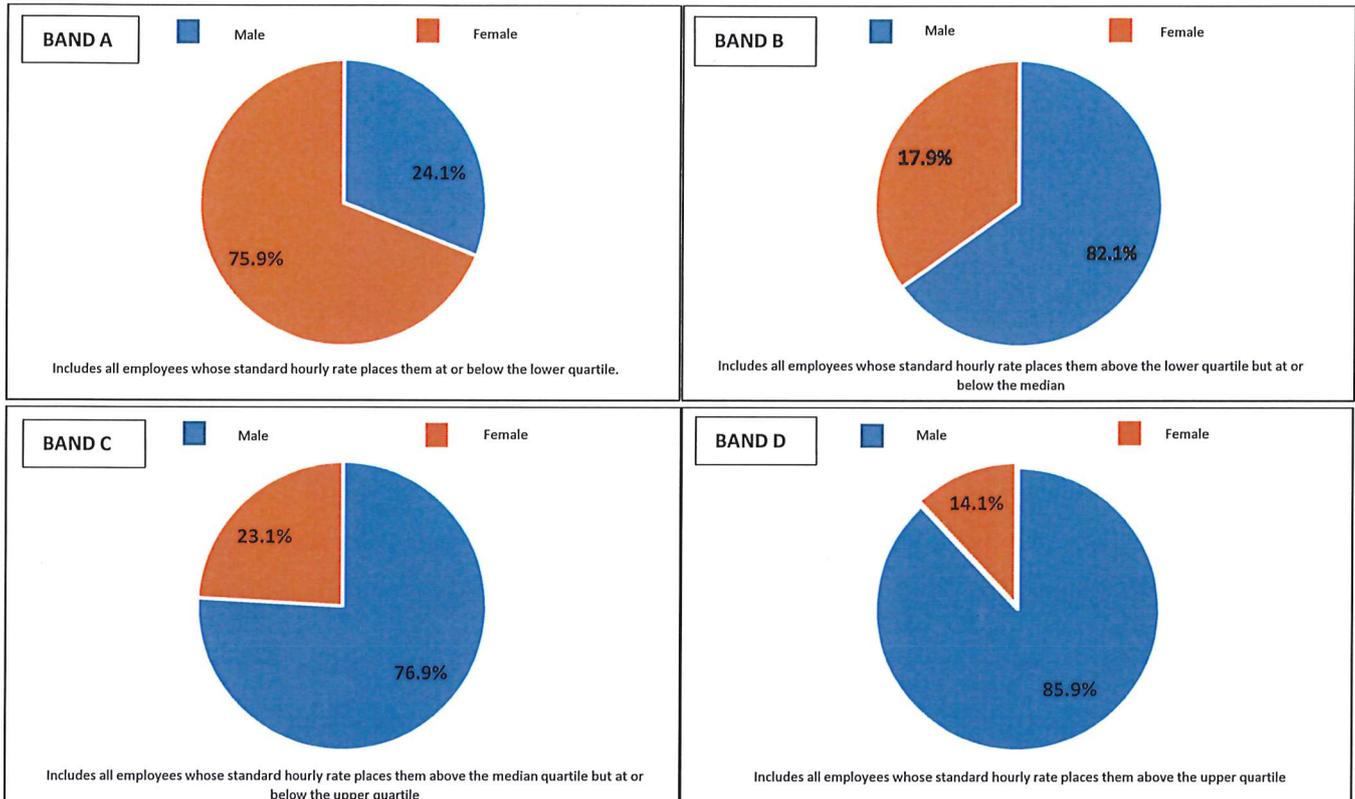
Pay difference between women and men:

All HQW Aerospace (UK) Ltd employees at 05.04.2025

The mean gender pay gap is: 19.1%
 The median gender pay gap is: N/A
 The mean gender bonus gap is: N/A was paid during the reporting period.
 The median gender bonus gap is: N/A No Bonus was paid during the reporting period.

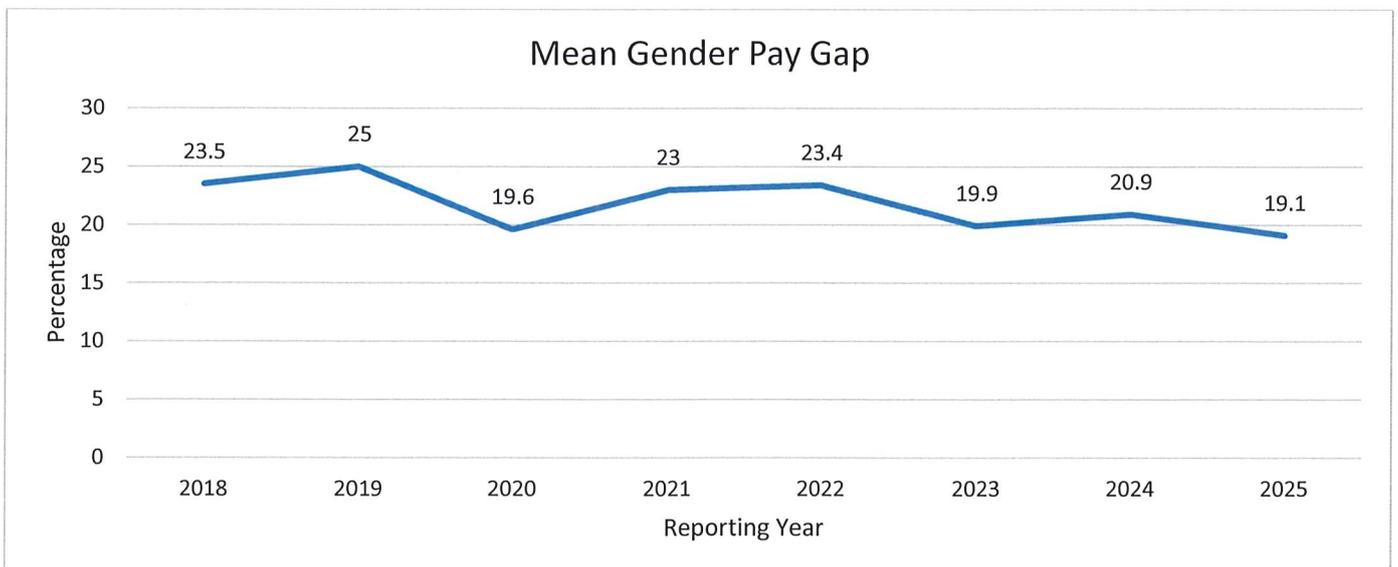
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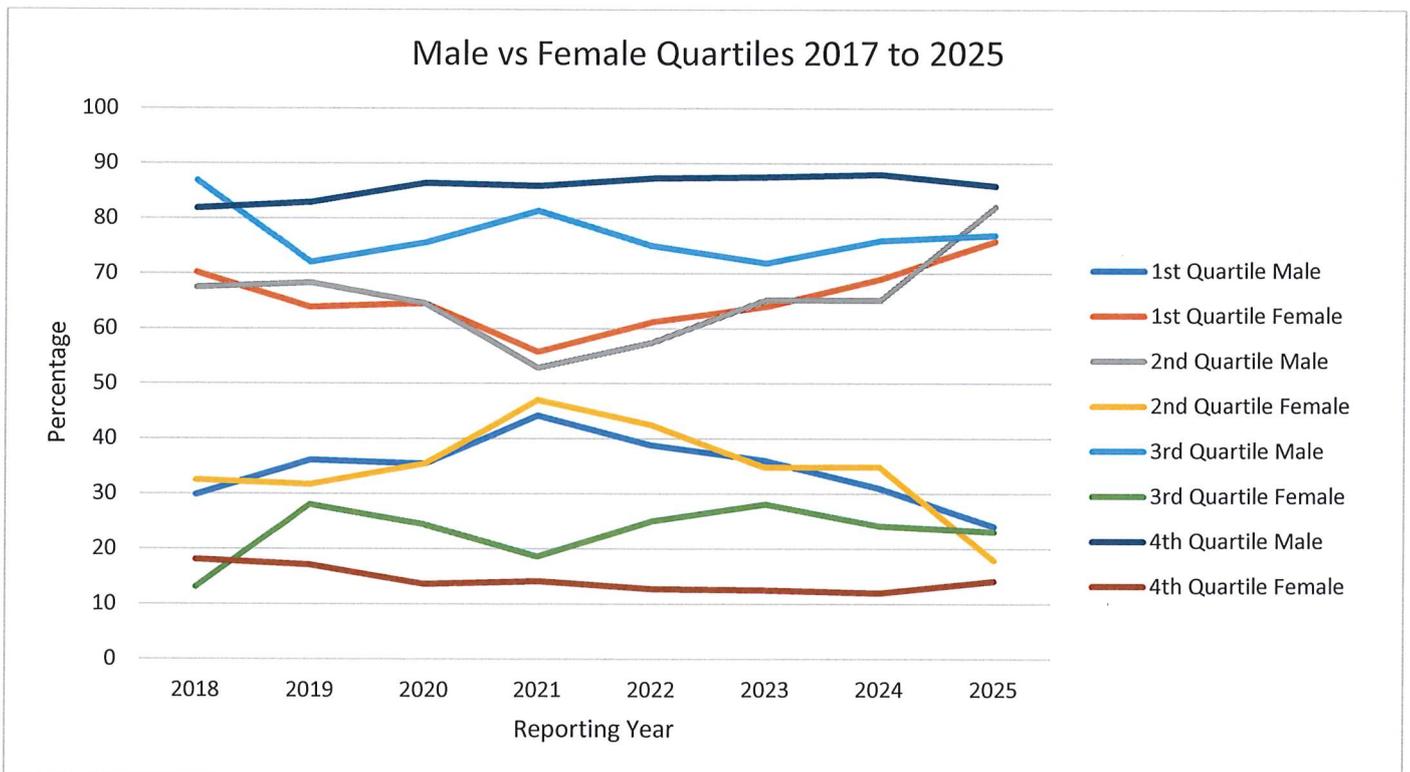
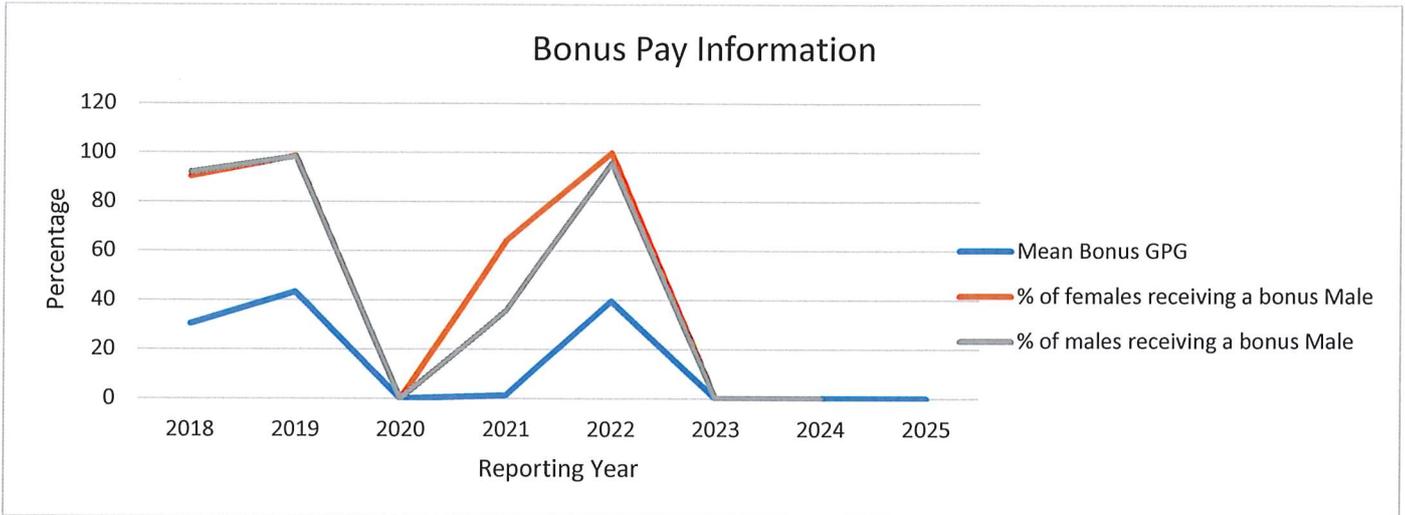
All HQW Aerospace (UK) Ltd employees at 05.04.2025



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

Gender Pay Gap Data for Reporting Years – 2017 to date





I, Neil Morris Finance Director, confirm that the information contained in this statement is accurate.

SIGNED: *Neil Morris*

DATE: 20th March 2026