



# GE Gender Pay Gap Report 2020



## About GE

For more than 125 years, GE has invented the future of industry. Our installed base across aviation, power, healthcare and renewable energy keeps us involved in the daily operations of our customers around the world. Today, GE also leads new paradigms in additive manufacturing, materials science and data analytics. We've built a local presence, a strong brand, and deep customer relationships in more than 180 countries.

## GE in the UK

GE employs around 9,000 people in the UK, occupying 20+ sites and contracting thousands of suppliers nationwide. We continually drive innovation, from testing the world's most powerful wind turbine, the Haliade-X, in Northumberland; handling the world's most fuel-efficient aviation engine, the GE9X, in Wales; to supplying more than 2 in 3 NHS hospitals with medical imaging equipment. GE plays a vital role in the growth and competitiveness of the country.

## Our Gender Pay Gap Report

In line with Government Regulations, GE is publishing its annual Gender Pay Gap report based on snapshot data from April 2020. GE has 7 legal entities which are in scope to report for 2020.

GE's overall gender pay gap is very narrow but varies widely between legal entities. Where the gap is larger, this is primarily driven by the lack of representation of female employees in industrial businesses and therefore reduced representation in senior and higher paid roles within engineering, technology, manufacturing and technical services.

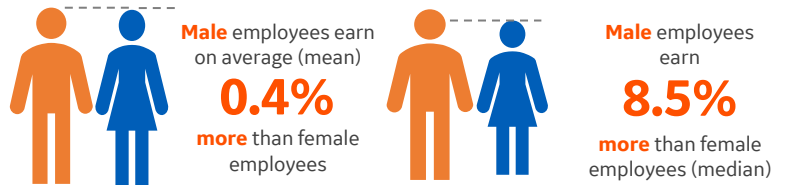
The results show that female GE employees receive more bonus earnings on average. We believe that gender breakdown and the wide range of reward types captured in the data create certain data skews meaning it is difficult to draw clear inferences from these figures. We place more focus on the fact that the % of male and females receiving bonus is comparable.

GE regularly reviews its approach to pay equity and we are confident that we offer equal pay between our male and female populations undertaking comparable work.

GE continues to focus on ways to drive greater female representation in its businesses and in STEM (science, technology, engineering and mathematics) industries more broadly.

## GE's consolidated results:

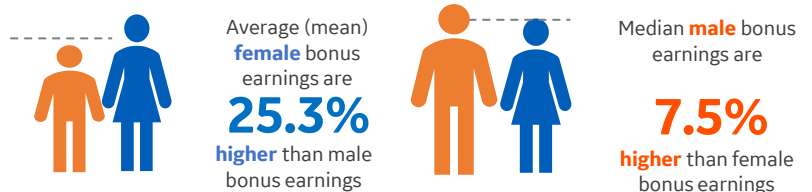
### GE Pay Gap



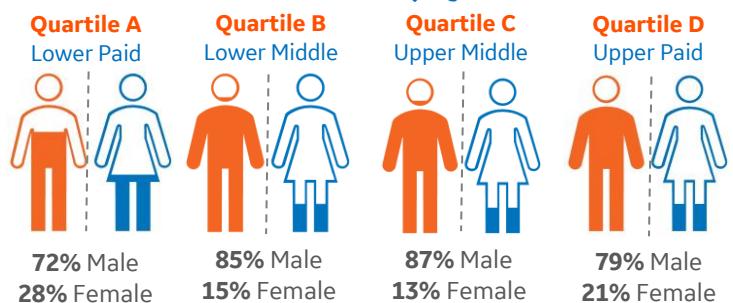
The ONS reported pay gap\* in the UK is **14.6% mean and 15.5% median**. GE pay gap results therefore compare favourably.

*\*ONS Provisional Report 2020 for all roles (inc FT and PT)*

### GE Bonus Gap



### Gender Breakdown Per Pay Quartile



### Promoting Gender Equality in STEM

In 2020/21, GE celebrate ten years of our girls' focused program, GirlsGetSET, which aims to attract more girls into engineering careers.

322 Active GE STEM Ambassadors

The GE Community Investment board focused on increasing the STEM talent Pipeline through the STEM Inspiration program.

21,000 STEM inspired career conversations with young people, their parents and their teachers

216 school partnerships with STEM projects aimed at teachers, pupils and parents.



## GE Gender Pay Gap Results year on year comparison

GE Pay Results:			% of Female employees by pay quartiles			
Year	GPG Mean %	GPG Median %	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
2020	<b>0.4%</b>	<b>8.5%</b>	<b>28%</b>	<b>15%</b>	<b>13%</b>	<b>21%</b>
2019	<b>0.4%</b>	<b>7.8%</b>	<b>28%</b>	<b>16%</b>	<b>15%</b>	<b>20%</b>

GE Bonus Results:		Mean Bonus Gap	Median Bonus Gap	Proportion of Male Employees receiving bonus	Proportion of Female Employees receiving bonus
Year					
2020		<b>-25.25%</b>	<b>7.53%</b>	<b>76.7%</b>	<b>81.5%</b>
2019		<b>-33.76%</b>	<b>-3.63%</b>	<b>75.6%</b>	<b>79.4%</b>

## GE Gender Pay Gap Results by Reporting Legal Entity

As at 5 April 2020

GE employing entity with more than 250 employees	Mean hourly pay difference between M/F employees (%)	Median hourly pay difference between M/F employees (%)	Proportion of employees in lower pay quartile (A) (F/M%)	Proportion of employees in lower-mid pay quartile (B) (F/M%)	Proportion of employees in higher-mid pay quartile (C) (F/M%)	Proportion of employees in higher pay quartile (D) (F/M%)	Mean bonus payment difference between M/F employees (%)	Median bonus payment difference between M/F employees (%)	Proportion of employees receiving bonus Pay (F/M%)	The directors listed below have confirmed that this report is accurate for the respective entities
GE Aviation Systems Ltd	10.3	9.1	26 / 74	22 / 78	17 / 83	14 / 86	33.6	30.8	77.2 / 80.5	 Liam Slate
General Electric Energy UK Limited	18.1	22.6	28 / 72	13 / 87	14 / 86	9 / 91	34.9	36.8	90.3 / 86.8	 Iain Macdonald
GE Aircraft Engine Services Ltd	12.7	20.0	25 / 75	12 / 88	4 / 96	9 / 91	-0.6	-2.1	62.2 / 45.0	 Antonio Provini
GE Healthcare Ltd	9.3	1.2	46 / 54	42 / 58	47 / 53	39 / 61	23.7	-54.8	87.4 / 93.7	 Kevin O'Neill
GE Energy Power Conversion UK Ltd	18.6	20.1	28 / 72	12 / 88	10 / 90	11 / 89	42.3	62.7	58.9 / 64.0	 Stuart Bage
GE Medical Systems Ltd	8.2	3.5	35 / 65	18 / 82	21 / 79	26 / 74	-18.9	-121.7	82.8 / 89.0	 Jane Beastall
GE Caledonian Ltd	1.6	8.1	14 / 86	4 / 96	4 / 96	9 / 91	-63.1	-3.6	98.0 / 93.8	 Iain Rodger

A negative (-) figure indicates females on average had higher pay or bonus earnings.

Note: the calculation methods under the Regulations have created some anomalies when applied to GE's benefits structure. For example, a car allowance is considered to be pay whereas a company car is not – this results in those receiving the same total compensation being shown as having different levels of pay.