

incora™

GENDER PAY REPORT

2021

INTRO

A MESSAGE FROM OUR CHIEF PEOPLE & DIVERSITY OFFICER

We know that a diverse workforce is vital for us to be a high performing organization. As two great businesses have come together equality, diversity and inclusion are at the forefront of our minds. Our D & I strategy will help guide us on our journey and our council made up from employees across the globe will help drive positive change across Incora. The council members champion initiatives, are the voice of their colleagues and help us shape our plans in line with our strategy. We are making positive steps; however, we know we have work to do and are committed to making Incora a great place to work for everyone.

The data included in this report is for Pattonair (Derby) Ltd and Wesco Aircraft EMEA Ltd.

I can confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) regulations 2017



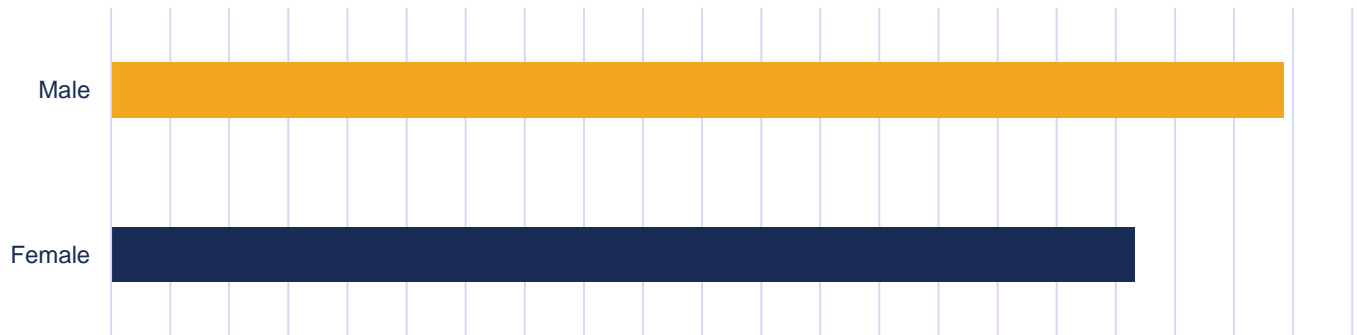
Kevin Erickson
Chief People & Diversity Officer



PATTONAIR(DERBY) LTD

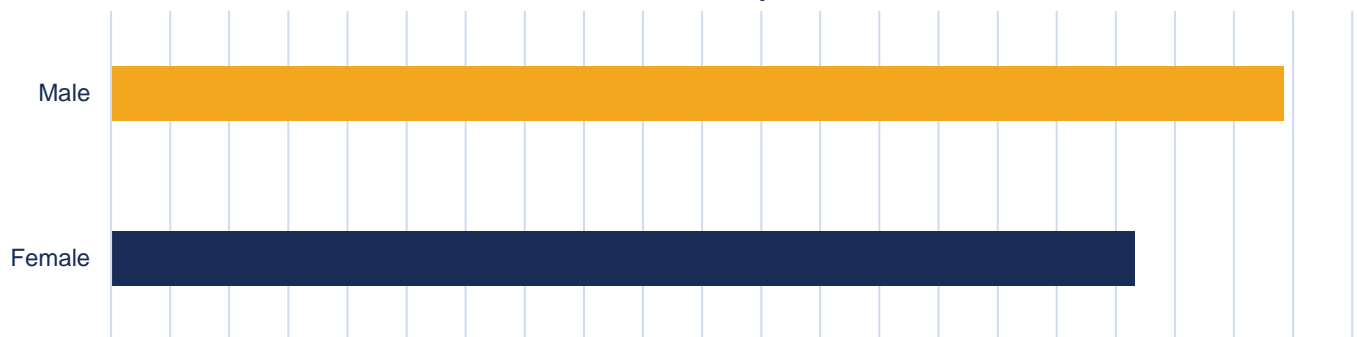
PAY

Mean Hourly Rates



Male	Female	Pay Gap
£19.83	£17.32	12.65%

Median Hourly Rates

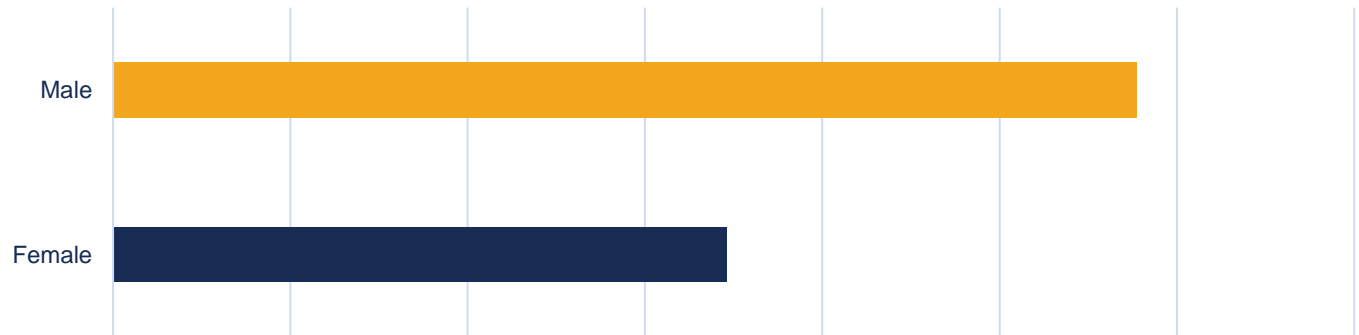


Male	Female	Pay Gap
£16.98	£14.72	13.27%

PATTONAIR(DERBY) LTD

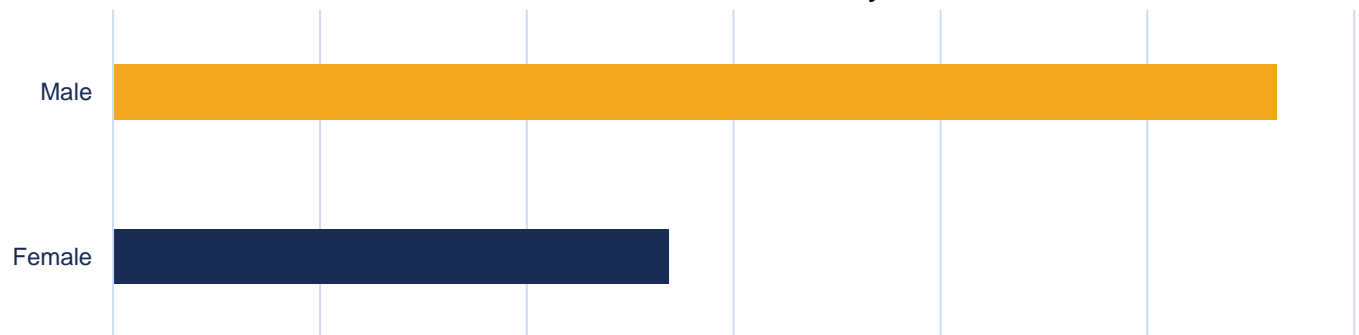
BONUS

Mean Bonus Payment



Male	Female	Pay Gap
£1,154.45	£692.12	40.05%

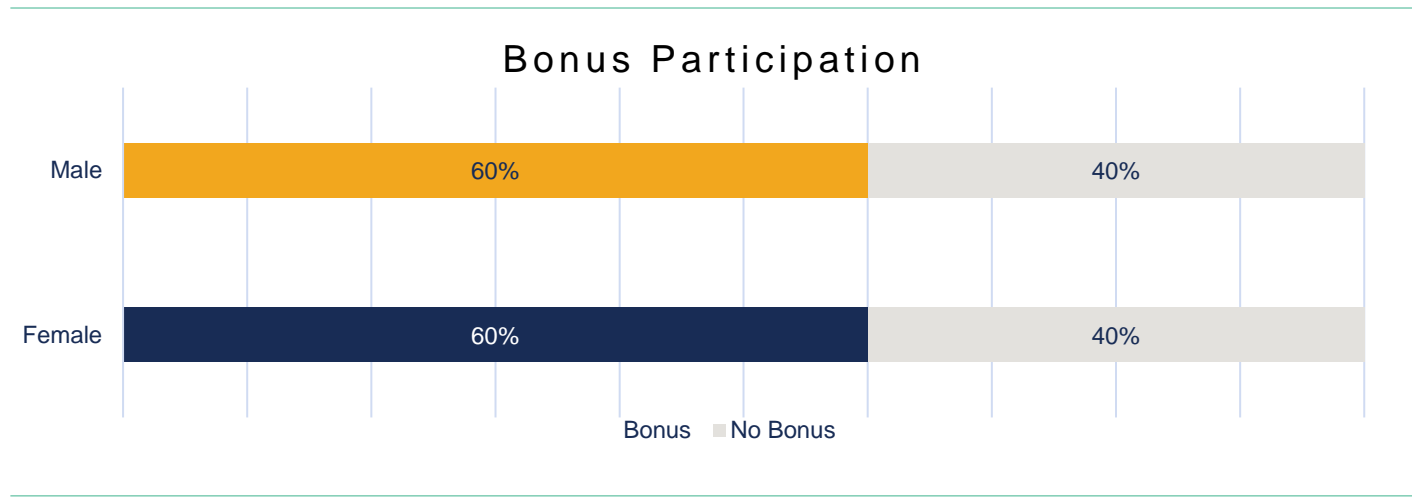
Median Bonus Payment



Male	Female	Pay Gap
£562.50	£268.75	52.22%

PATTONAIR(DERBY) LTD

BONUS PARTICIPATION



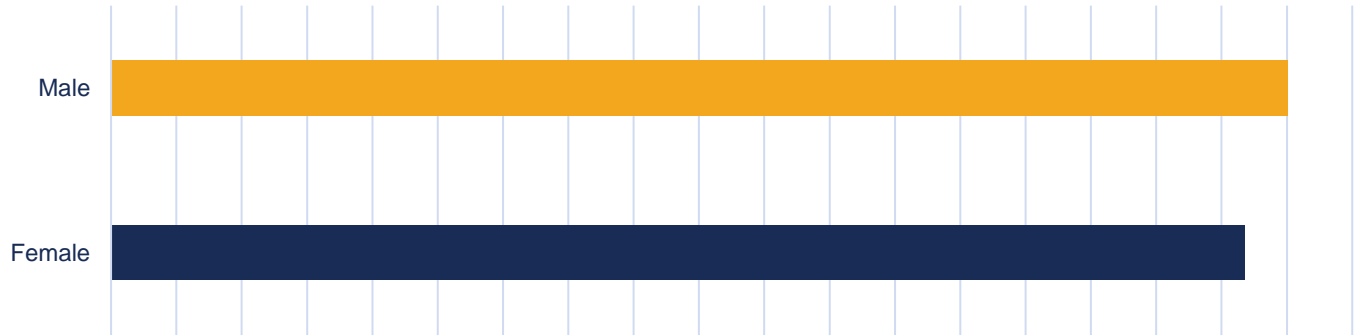
PAY QUARTILES

	Q1	Q2	Q3	Q4
Male	50.7	58.0	60.9	75.4
Female	49.3	42.0	39.1	24.6

WESCO AIRCRAFT EMEA LTD

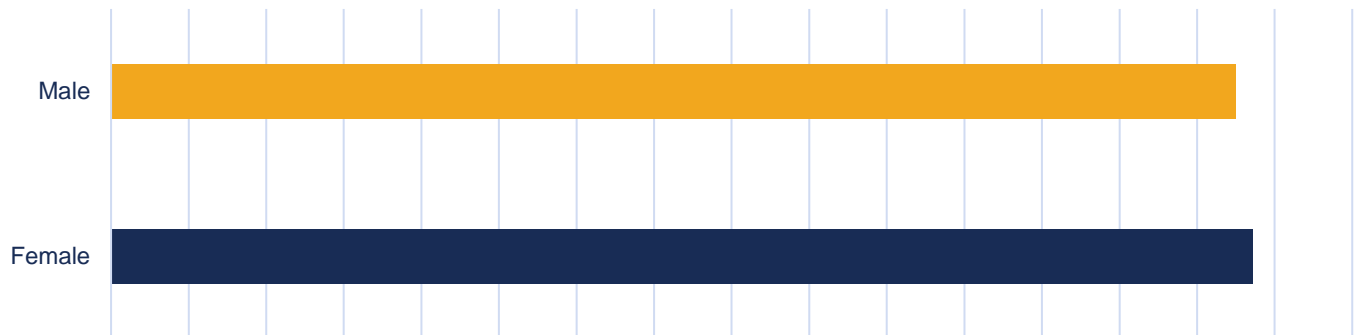
PAY

Mean Hourly Rates



Male	Female	Pay Gap
£18.01	£17.35	3.7%

Median Hourly Rates

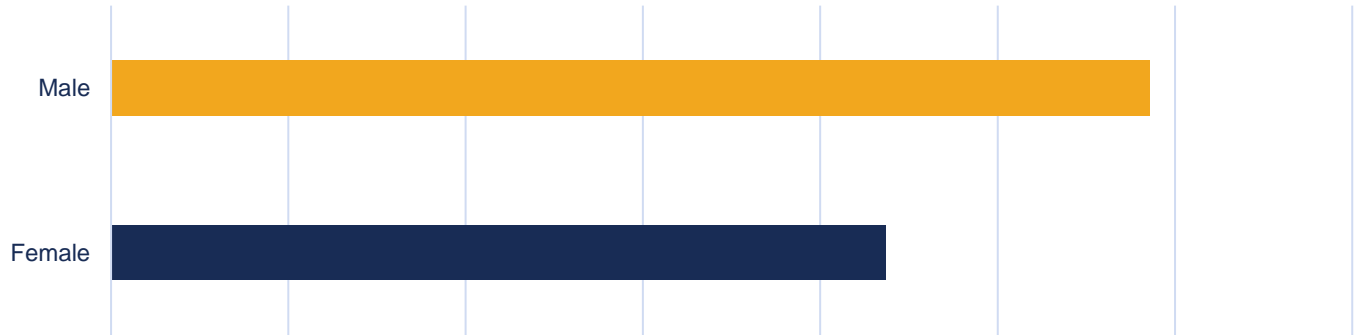


Male	Female	Pay Gap
£14.50	£14.72	-1.5%

WESCO AIRCRAFT EMEA LTD

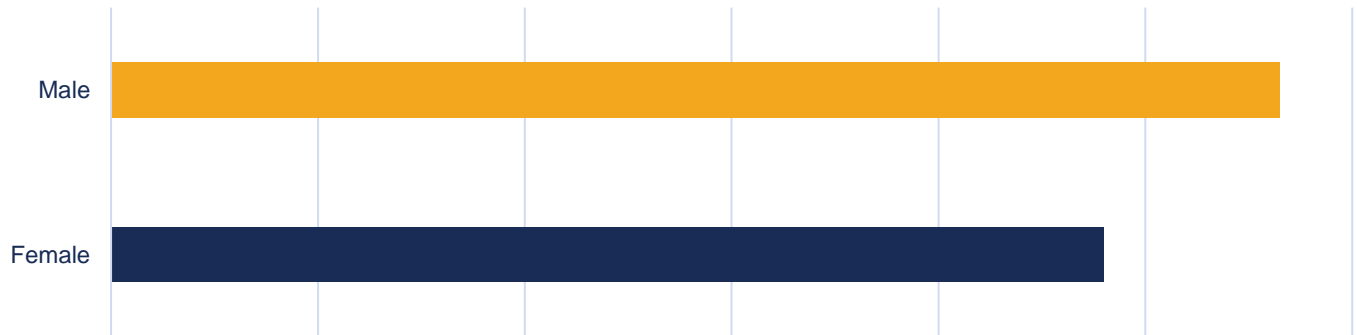
BONUS

Mean Bonus Payment



Male	Female	Pay Gap
£2,928.79	£2,184.02	25.4%

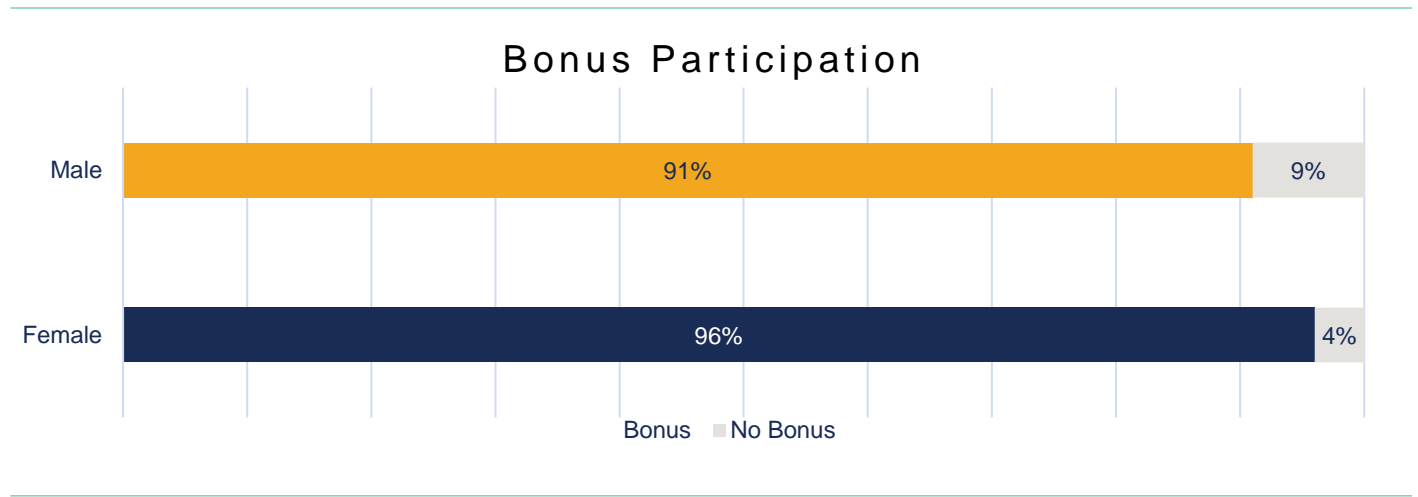
Median Bonus Payment



Male	Female	Pay Gap
£564.83	£480.00	15%

WESCO AIRCRAFT EMEA LTD

BONUS PARTICIPATION



PAY QUARTILES

	Q1	Q2	Q3	Q4
Male	81.5	52.5	58.0	70.0
Female	18.5	47.5	42.0	30.0