

Gender Pay Gap Report

2024

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An introduction from Chief People Officer

Meg Hunt



I am pleased to present our 2024 Gender Pay Gap Report. It's our sixth report, our eighth year of reporting and another key step in our journey to work greater inclusion at AWE. Overall, the figures show we are making progress, but we know there is still more to do.

The reality is that gender representation in STEM remains a challenge, with women making up just 26% of the UK's STEM workforce. It's an imbalance that is reflected in our figures. We see fewer women in senior and high-earning roles – one of the biggest drivers of our gender pay gap. Closing this gap won't happen overnight. It takes sustained effort, bold action, and real cultural change.

However, there is much to be proud of. There is brilliant work being done to attract, develop and retain female talent at AWE. We've refreshed our inclusion strategy and this includes new initiatives to support women at every stage of their careers, as well as reinforcing the role of male allies in driving meaningful change.

We're committed to making the changes needed to make AWE a place where everyone has the opportunity to thrive. Yes, this report focuses on numbers, but we should not forget it's about people — our colleagues, our future leaders, and the next generation of women in STEM. Together, we can create a workplace where gender equality isn't just a goal — it's the norm.

Meg Hunt, Chief People Officer

AWE Nuclear Security Technologies

Who we are

AWE Nuclear Security Technologies are at the forefront of nuclear technology and innovation – always delivering to keep our nation safe and secure.

For 75 years, AWE has played a crucial role in protecting the nation through nuclear science and technology. Our mission is to design and manufacture warheads and provide nuclear services to meet the needs of defence.

Our role in nuclear defence, as an arms-length body of the Ministry of Defence, is to design, develop, manufacture and maintain the warheads for the UK's Continuous At Sea Deterrent (CASD). Our Nuclear Threat Reduction specialists also work with the Government to protect our country from radiological and nuclear threats.

Operating across the UK, we utilise some of the most advanced research, design and production facilities in the world. We are highly skilled individuals, working together in service of our mission to deliver something truly unique.



Top 10
Sunday Times best
construction and
engineering companies
to work for in 2023



Top 25
Sunday Times best
big UK companies to
work for 2023

What is the gender pay gap?

Pay Gap vs Equal Pay - The Gender Pay Gap and Equal Pay are often confused, but they are not the same.

Equal Pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. The Gender Pay Gap is a measure of the difference in average earnings between men and women across an organisation or the labour market. It reflects factors such as part-time working, unpaid caring responsibilities, and “typically male-dominated roles” attracting higher salaries. In the United Kingdom, there is an overall gender pay gap of 13.1%.

At AWE, we calculate our gender pay gap by comparing the average earnings of all male and female employees. We report on two key measures:

- Median Pay Gap shows the difference in pay between the middle-ranking woman and the middle-ranking man.
- Mean Pay Gap shows the difference in average hourly earnings between men and women. This is influenced by the number of men and women in different roles.

OUR COMMITMENT TO INCLUSION

For the purposes of gender pay reporting and in line with government regulations, all of our employees have to be categorised as male or female for the purposes of gender pay reporting. However, we know that some of our colleagues don't identify as male or female. While this narrative and the data it is based on focuses only on the binary definition of gender, we're committed to supporting non-binary colleagues. Our AWE LGBTQ+ Working Group exists to engage, educate and help curate a more welcoming environment and culture for anyone who sits on the gender and sexuality spectrum.



The AWE Gender Pay Gap – The Latest Figures

We've seen a small reduction in our gender pay gap this year, but we know there's still more to do.



MEAN HOURLY PAY GAP:



Decreased by 0.5%, from 12.6% to 12.1%.



MEDIAN HOURLY PAY GAP:



Decreased by 0.2%, from 16.7% to 16.5%.

BONUS PAY

90.2% of women received a bonus, compared to 90% of men.

However, the mean bonus gap is 20.7%, and the median bonus gap is 18.6% – showing that, on average, men continue to receive higher bonus amounts.

WORKFORCE REPRESENTATION

Women now make up 26.9% of leadership roles at AWE.

Our overall workforce has grown by 14%, with the number of women increasing by 21%.

This has led to a 1.7% increase in the proportion of women in the workforce, now at 26.5%, while the proportion of men at AWE is 73.5%.

UNDERSTANDING THIS YEAR'S GENDER PAY GAP FIGURES

Our latest figures show that there hasn't been a significant shift in our gender pay gap this year.

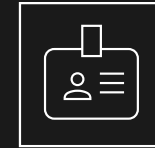
We remain committed to accelerating progress and taking meaningful action to close the gap.

26.9%



Women in
leadership
roles at AWE

14%



Increase in
workforce

21%



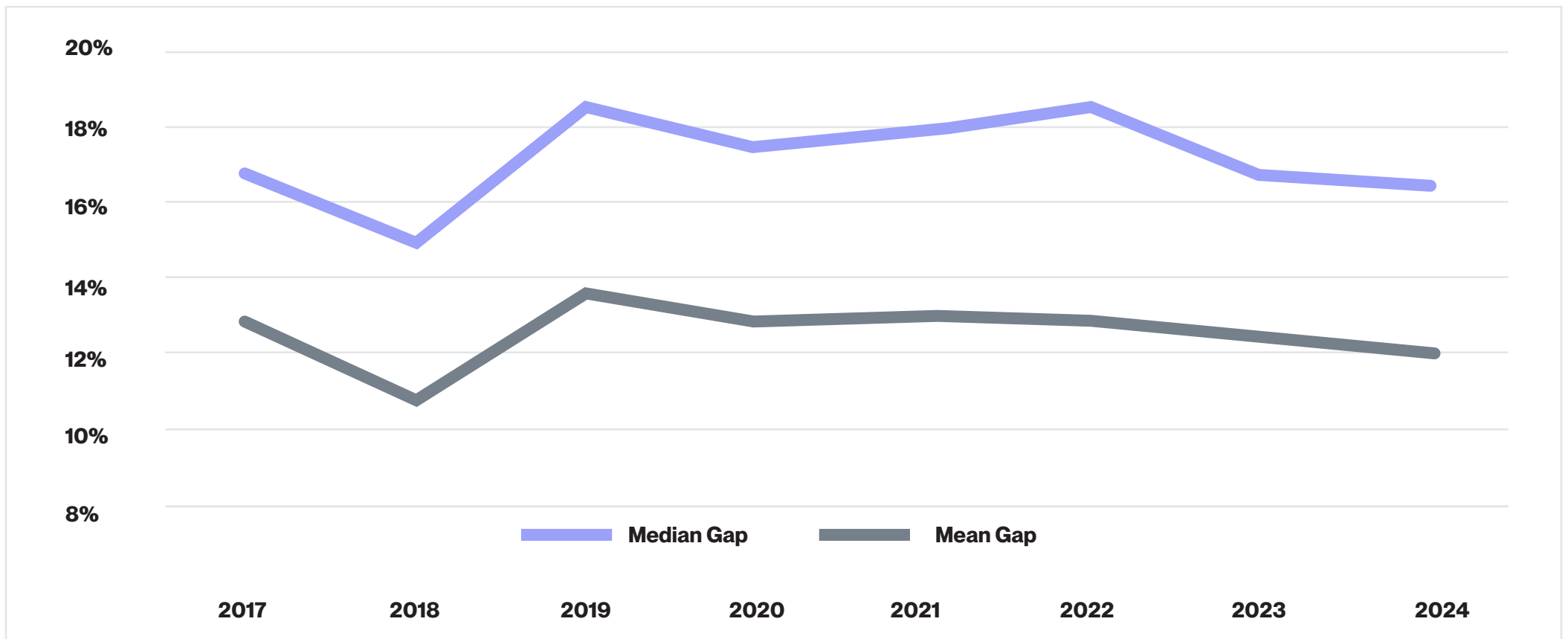
Increase in
women in
workforce

Our Gender Pay Gap over time

Our gender pay gap has fluctuated in the past, but over the last few years, we've seen a steady decline.

We know that closing the gap takes time, and while progress has been slow, we're moving in the right direction.

Our focus remains on taking meaningful steps to create a more equal workplace.



Factors that influence the Gender Pay Gap

The gender pay gap is shaped by a range of factors, including:

- New hires – The number of employees joining AWE each year and the level at which they enter the organisation.
- Career progression – Differences in how men and women advance through the company.
- Attrition rates – The number of employees leaving and how that impacts gender representation.

At AWE, many critical roles come with additional allowances or shift pay. Currently, 83% of these roles are carried out by men, with only 17% held by women. This imbalance significantly affects overall pay gap figures.

Leadership representation also plays a role. Right now, women make up just 26.9% of our leadership team. Increasing this percentage is a key focus in our efforts to close the gap. We recognise these challenges and are committed to creating more opportunities for women across all levels of our organisation. At AWE, our purpose is clear – to keep the nation safe. Achieving gender balance is not just about fairness; it directly impacts our ability to deliver our collective mission effectively.



Driving Gender Equality - What we are doing at AWE

ATTRACTING FEMALE TALENT

We're working hard to bring more women into AWE. Here are some of the initiatives we've been focusing on to make this happen.

- We've taken several steps to make our job adverts more inclusive and appealing to a broader audience. By using a gender decoder, we identify and replace masculine wording with more balanced alternatives.
- We're using female-focused job boards such as Work 180 to reach a broader audience of potential female candidates.
- Our HR system now records preferred working patterns on recruitment forms, so we can provide greater flexibility for candidates by listing full-time or part-time roles.
- We have strengthened our partnerships with WES (Women's Engineering Society) and WISE (Women in Science and Engineering), to attract and support female talent.
- Our Out of Home Campaign has also seen great successes, with the number of female hires steadily increasing over the last year.

INSPIRING THE NEXT GENERATION

To truly shift the dial when it comes to increasing female STEM representation, we have to start early. That's why we're investing in outreach to encourage more young women and girls to consider careers in science and engineering.

- Our STEM ambassadors programme has reached over 60,000 students between 2023 and 2024, with a strong focus on girls' schools.
- We hosted the Ada Lovelace Challenge Event, where students from ten local schools took part in activities designed to inspire young girls into STEM careers.
- Our Early Careers team is focusing on boosting attraction by increasing female-focused events such as Women in STEM and Future Female Engineers with schools and universities.

Driving Gender Equality - What we are doing at AWE

LISTENING TO WHAT OUR WOMEN TELL US

We continue to listen to our people to understand where we can improve and this year we launched our new employee survey.

- Over 1600 women completed the survey and gave us valuable insights into how AWE women are thinking and feeling about topics such as wellbeing, career, engagement and inclusion.
- On the whole, women's survey answers were positive - a great sign that we are building an environment where women feel they can thrive. However, we know that there are areas which could be better and we will be using our employee survey data to inform our decision making as we focus on improving our overall employee experience.
- Availability of period products on our sites was a topic that a number of our women felt strongly about. In response to this we recently partnered with social enterprise Hey Girls to make period products available for free. Through this initiative we are proud to be helping address period poverty in the wider community too.

NEXT STEPS FOR ADDRESSING THE GAP

We are steadily progressing towards our target of 30% female headcount at AWE but we want to accelerate our progress. We will be refreshing our hiring manager toolkit to ensure all our job adverts are inclusive and increasing the number of female veteran applicants through our new forces landing page.

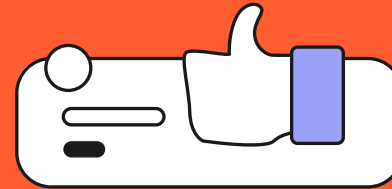
- We know though that hiring more women won't be enough to close the gap, and we will be looking at how to encourage more women to apply for senior roles at AWE through focussed career guidance and development programmes.
- Male allies are key to progress, and we will be looking to establish a network for them to support and champion women at AWE.
- We have committed to a number of deliverables in this area as part of our refreshed inclusion strategy, and we hope to see an improvement in future pay gap reporting as a result of these efforts.

Women on the front line

Our front-line workers are critical to manufacturing the product that we make to keep our country safe. Whilst these roles have been typically held by men, more women are taking up these critical roles.

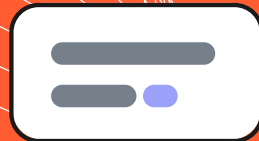
I am in production operations and I find what I do really rewarding. I used to work in a more clerical based role so this is something completely different! The job has evolved massively over the years. Whilst the area of production operations is still traditionally male dominated, more and more women are joining us at AWE in front line roles which is great. I think we should be raising more awareness with women outside AWE about the kind of role that I do and encouraging them to go for it.

– Debbie



I used to work in retail and then I decided I wanted a new career where I could try something new, get out my comfort zone and challenge myself. My family encouraged me to apply and I'm glad I did - it is amazing to really be at the heart of the mission.

– Chloe



Inclusion at AWE

We recognise that the more diverse and inclusive an organisation is, the higher their levels of productivity and resilience - that's why we're committed to building an inclusive environment at AWE. We were pleased to receive an Armed Forces Covenant Gold Award for the first time in 2024, as well as retaining our Gold award status from leading diversity and inclusion benchmarking company Employers Network for Equality & Inclusion (ENEI).

April 2024 saw the launch of "My Diversity Data" portal on Workday, which gives employees the opportunity to declare personal data such as ethnicity, sexual orientation, socio-economic background and disability status. Work is ongoing to encourage staff to declare personal information on "My Diversity Data" in order to build a more robust dataset for future pay gap reporting.

We know there is more to do to ensure that inclusion becomes an integral part of our everyday culture and operations. We've recently refreshed our inclusion strategy and over the next few years our strategic objectives are to ensure our workforce reflects the social diversity of the communities we operate in, to engage inform and build a culture of inclusion in the workplace, and to increase workplace support and opportunities for some of our key communities.

We're excited for this next stage of our journey and look forward to building an inclusive culture together.



Current signed charters

We work with a number of leading companies to make sure we have the best knowledge and support to build an inclusive environment.

Current signed charters

- Women in Defence
- Business in the community
- UK Nuclear skills

Current paid memberships

- Business Disability Forum
- Women in Science and Engineering (WISE)
- Working Families
- Women in Nuclear (WiN)
- Women's Engineering Society (WES)
- Hidden Disabilities Sunflower

Current free memberships

- Fighting with Pride
- D&I Leaders – individual membership



Appendix A

Criteria	AWE April 2024		AWE April 2023	
	Men	Women	Men	Women
Difference in incumbents analysed within AWE	5503	1980	4947	1635

Criteria	AWE April 2024		AWE April 2023	
	£	%	£	%
Difference in mean pay between men and women within AWE	£3.61	12.1%	£3.75	12.6%
Difference in median pay between men and women within AWE	£4.58	16.5%	£4.64	16.7%
Difference in mean bonus between men and women within AWE	£378.95	20.7%	£262.27	8.8%
Difference in median bonus between men and women within AWE	£192.50	18.6%	£0.00	0.0%
Proportion of men and women within AWE who received Bonus pay	Men	90.0%	Men	90.8%
	Women	90.2%	Women	91.1%

Criteria	Pay Quarters	AWE April 2024		AWE April 2023	
		Men %	Women %	Men %	Women %
Proportion of men and women within AWE in each quartile of the total pay distribution	Lower Hourly	62.1%	37.9%	62.9%	37.1%
	Lower Middle Hourly	71.5%	28.5%	73.5%	26.5%
	Upper Middle Hourly	78.2%	21.8%	80.1%	19.9%
	Upper Hourly	82.4%	17.6%	84.1%	15.9%