Gender Pay Gap Report 2022

5th April 2023

Pioneering Electric Aviation
Introduction

At Vertical, we’re on a mission to achieve extraordinary things. We are pushing the boundaries of what is possible, creating eVTOL technology that assures the next chapter in aviation history is defined by sustainable air travel.

Our mission is propelled by building a team of incredible talent with a culture and environment where everyone can thrive. We work to ensure that the best talent have an opportunity to join the Vertical team creating a place where all our people can make their mark and experience the career journey of a lifetime.

This is our inaugural Gender Pay Gap report. From our perspective, the report gives us a baseline upon which we can build and continue to make changes for the better. We’re focussing on a range of interventions to cultivate an environment that encourages diverse minds to come together to achieve amazing things. We recognise the Gender Pay Gap provides a rudimentary lens to focus on a broader societal and business challenge and believe we need to keep pushing the bar high, leveraging a range of insights to further enhance opportunities for talented people to join and succeed in Vertical. We hope this report will help generate conversations that will support us in developing better solutions and driving positive change in the year ahead.

Amy Round
Chief People Officer
What are the figures showing?

Vertical Aerospace employed 265 people on the reporting date of 5 April 2022, which means we’re reporting based on a relatively small sample size.

The Gender Pay Gap shows us the difference in average and median earnings between females and males across the entire organisation. This is irrespective of role, nature of their work or level of seniority.

It’s different from ‘Equal Pay’, which considers pay differences when comparing work that is the same, equivalent or of equal value.
The Gender Pay Gap Figures

On 5 April 2022, Vertical Aerospace’s gender representation was

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<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Male</td>
<td>82%</td>
</tr>
<tr>
<td>Female</td>
<td>18%</td>
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This shows that, in April 2022, men at Vertical Aerospace received higher average pay than women overall. This is due to Vertical Aerospace employing more men than women in senior roles.
We’ve ranked all our people from lowest to highest paid and divided into four equal groups. Quartile 1 is the lowest paid and Quartile 4 the highest paid.

This indicates a higher proportion of men across all pay quartiles at Vertical Aerospace. Female representation is highest in the lowest paid quartile, which further drives the gap.
Bonus Pay Gap Figures

These figures show the total of two bonuses paid to our people between 6 April 2021 and 5 April 2022. The first paid in April 2021 and the second in March 2022.

A slightly higher proportion of women received a bonus in comparison to men, but this figure is not significant due to a small sample size.

As the annual bonus scheme paid a fixed percentage of salary to all, the Bonus Pay Gap follows the same trend as the Gender Pay Gap. Overall, men received higher bonuses than women, due to the fact we have more men in the highest paid roles, which means their bonus payments (paid as a universal % of base salary), were higher.

Mean Bonus Gap

Median Bonus Gap

% of men and women receiving a bonus

26.6%

1.9%

80.7%

83.0%
What are we doing to reduce our pay gaps?

→ We’re building a thriving, inclusive workplace culture at Vertical, where everyone can feel like they belong.

Right now, we’re reviewing our Family Friendly policies with a view to improving the level of paid family leave overall. This includes taking steps to encourage male employees to take family leave and refining the provision to help juggle work and family life when welcoming a new addition to the family.

We also encourage choice based Flexible Working to enable individuals to work alongside their personal lives and commitments. Allowing this level of autonomy, balanced with the requirements of our roles, opens more opportunities for people to be able to contribute and work at Vertical, who may not have been able to with the previous 9-5 rigid work pattern.

→ We’re trying to attract more diverse talent into Vertical

We’re continually reviewing our hiring process and upskilling managers with the goal of ensuring all hiring methods, adverts and assessments are inclusive and free from bias. We’re now using tools like Textio, which will help us ensure our job descriptions are inclusive and socially unbiased, whatever the potential source of bias (i.e. gender, age, ethnicity etc).

We recognise there are limitations in the talent we can attract due to the diversity across the aerospace industry, and feel we have a role to play in being part of the solution. One initiative we’ve supported is the sponsorship of three cohorts for Aerospace programmes in the Bristol Black Scholarship Programme. The sponsorship helps students who are unable to fund themselves to progress through higher education with their education fees covered. These types of initiative help the aerospace industry become more diverse and representative of the communities we aim to serve.

→ Early-stage career action

Our internal rotational graduate programme and our apprenticeships provide opportunities and the means for talented individuals to join us at the beginning of their career and remain with us as they grow.
Our success in putting talent, diversity and inclusion at the heart of these programmes is arguably reflected in those graduating from our first, albeit small, programmes – 100% are female.

Where possible, we engage with wider STEM activities and events, seeking to inspire the future sustainable aviation workforce and challenge historic gender stereotypes associated with the sector.

→ Path to progress

Ensuring our people can see their route to progress is key, so we’re removing barriers to individuals developing and growing at Vertical and in the year ahead we’ll be providing more structure and guidance. We’re also building more structured career frameworks, to enable our people to see the career pathways available to them.

→ Leveraging insights and capability

We firmly believe that leveraging insights and capability from within Vertical and outside can significantly accelerate our journey to make Vertical a more diverse and inclusive place to work and break down barriers that can contribute to pay gaps.

Although we are at the early stages of this journey, we have already built, and are continuing to refine, the ability to capture insights through our day-to-day work. We know that these insights are crucial to continually evolving and creating a culture and environment where everyone can thrive.

We’re also beginning to explore more external partnerships with specific interests and capabilities, that may accelerate our journey (e.g. the Charter for Women in Aviation & Aerospace).

Closing Statement

The information and data in this report is accurate, and in line with our legal obligations and we’re committed to using the insights to reduce our Gender Pay Gap.

Amy Round
Chief People Officer