

# Gender Pay Gap Report

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2025

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# Introduction

I'm pleased to share our 2025 Gender Pay Gap Report. This is our seventh report on this important topic, and it marks another step forward in our inclusion journey at AWE.

Our data is clear – once again, against a backdrop of female under-representation within our industry, we're making positive progress.

For many years, female representation in science, technology, engineering and maths (STEM) has been challenging. At the end of 2024, women made up just 27.6% of the UK's core STEM workforce\*. This does mean that female representation is at an all-time high, which is cause for optimism, but it also reinforces the fact that STEM remains a male-dominated field.

This significant imbalance means that the majority of our most senior roles are not held by women – and naturally, this has an impact on our gender pay gap. While we're pleased to see the gap continuing to close, we realise that we still have work to do in driving further cultural change and greater inclusion.

We're proud of our ongoing work to attract, develop and retain female talent. We have an ambitious, multi-year inclusion strategy with targeted support for women, a STEM Ambassador programme to inspire young people during their school years, and initiatives to support women at every stage of their careers, including mentorship and female-focused policy improvements. Together, these focus areas can help us harness meaningful change.

Many of the STEM leaders of the future are just getting started within our organisation today. As today's leaders, whether we're male or female, it's our shared responsibility to inspire more women to consider a career in a field that's full of innovation and opportunity.

Representation is key. If more women open the door to a career in STEM each year, empowered by clear pathways to grow their careers, one day the gender pay gap will close. And when it does, my hope is that it closes for good.

**Meg Hunt, Chief People Officer**



\*Data from Women into Science & Engineering (WISE), December 2024

# Who we are

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**AWE's purpose is to protect the UK through nuclear science and technology. Our mission is to design and manufacture warheads and deliver nuclear services to support national defence.**

For 75 years, our 9,500 people – a mix of hard endeavour and brilliant minds – have kept Britain safe. In a world of escalating threats, it's work that's more important than ever.

Our nuclear threat reduction specialists help counter dangers that could harm our people and communities.

AWE's capability is a strategic national asset, supporting UK economic growth through £2 billion annual spending – 70% invested in a nationwide supply chain that spans from advanced manufacturing to cutting-edge research.

But the number that truly counts is this: we are one team, dedicated to keeping the nation safe.



# What is the gender pay gap?

The gender pay gap is often confused with equal pay, 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' that attract higher salaries. In April 2025, the Office for National Statistics reported a UK-wide gender pay gap of 12.8%.

# What is the gender pay gap?

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:

- The **median pay gap** shows the difference in pay between the middle-ranking woman and the middle-ranking man.
- The **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

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 report and the relevant data focus only on the binary definition of gender, we're committed to supporting our non-binary colleagues. AWE Pride, our LGBTQ+ employee resource group, helps to engage and educate our people, curating a supportive and inclusive working environment for anyone who sits on the gender and sexuality spectrum.

# AWE's latest gender pay gap figures



## MEAN HOURLY PAY GAP

Decreased by 0.5% from 12.1% to 11.6%



## MEDIAN HOURLY PAY GAP

Decreased by 1.3% from 16.5% to 15.2%

### UNDERSTANDING THIS YEAR'S NUMBERS

Once again, this year saw a slight reduction in our gender pay gap. While this is a move in the right direction, the shift isn't significant. We know we still have more to do.

We remain committed to accelerating progress and taking meaningful action to close the gap. You can find more information on the actions we're taking on pages 11 & 12.



# AWE's latest gender pay gap figures

## BONUS PAY

**92.4%** of women received a bonus (an increase from **90.2%** in 2024), compared to 90% of men (no change since last year).

The mean bonus gap is **14.98%** (down from **20.7%**), and the median bonus gap is **17.02%** (down from **18.6%**). This shows that, on average, men continue to receive higher bonus amounts than women.

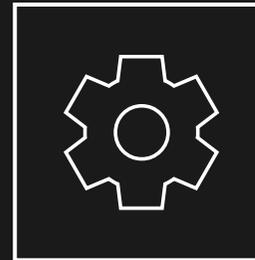
## WORKFORCE REPRESENTATION

Women now represent **23.6%** of leadership roles at AWE, with **76.4%** made up by men.

Since last year, our overall workforce has grown by **19.4%**, with the number of women increasing by **23.7%**.

There has been a **1%** increase in the proportion of women in our workforce (now at **27.4%**), which supports the reduction in our gender pay gap.

**1%**



Increase in women in workforce

**19.4%**

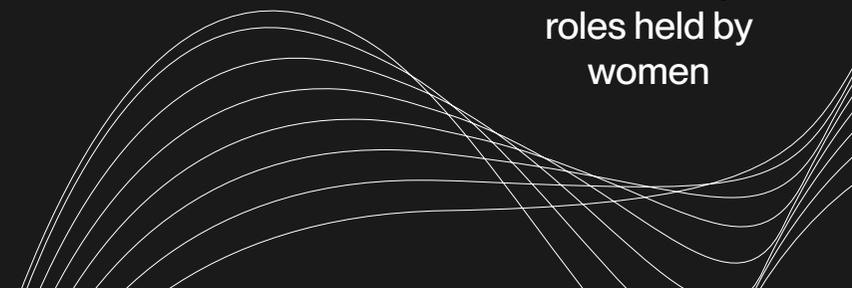


Overall increase in workforce

**23.6%**



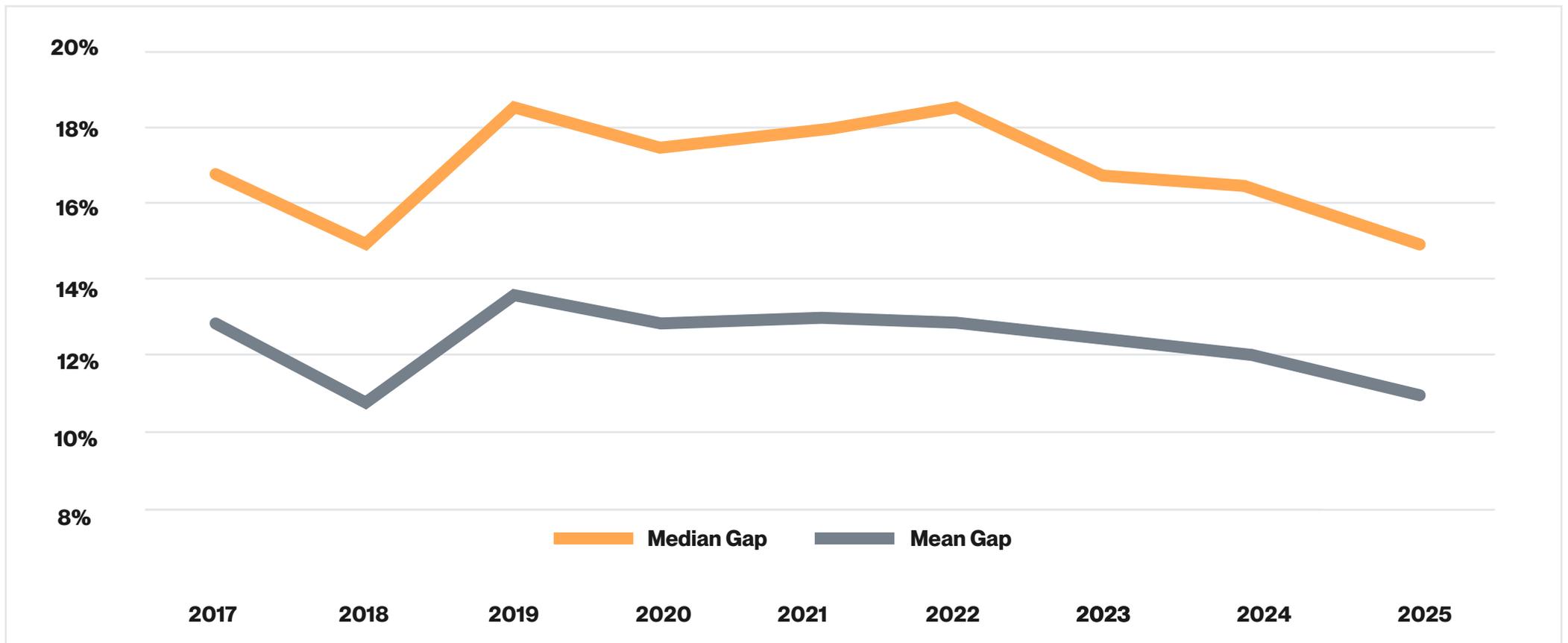
Leadership roles held by women



# Our gender pay gap over time

We know that closing the gender pay gap takes time. While our data has fluctuated in the past, we've been encouraged to see a steady decline in the gap in more recent years.

Our focus remains on taking meaningful steps to create a more equal workplace. We hope to see the pace of change accelerate in the coming years.



# 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 AWE, and how that impacts gender representation.

At AWE, some roles come with additional allowances or shift pay. Currently, 82.2% of these roles are carried out by men, with only 17.8% held by women. This imbalance significantly affects our overall gender pay gap figures.

Leadership representation also plays a role, with just 23.6% of our leadership roles currently held by women. Increasing this percentage is a key focus in our efforts to close the gap. We recognise these challenges and we're committed to creating more career development and progression opportunities for women at all levels across our organisation.



# Our actions to drive gender equality



Women are a central focus of the AWE 2025–2028 Inclusion Strategy, which aims to create an environment where women thrive, progress, and lead at every level of the organisation. Over the past year, the initiatives within this commitment have already begun to deliver meaningful improvements that strengthen our leadership pipelines, increase development opportunities, and build a more inclusive employee experience – all of which contribute to reducing the gender pay gap over time.

Our focus on role modelling and mentoring has broadened access to development for women across all career stages. Through external mentoring partnerships and the introduction of Mentor Match in Workday, colleagues now have more flexible and scalable ways to seek guidance, build capability, and progress their careers – strengthening the visibility and development of female talent across the organisation.

Our recruitment efforts include targeted outreach to military spouses, girls' schools, and women in STEM communities, alongside a continuous review of job advert language and refreshed attraction channels, such as female-focused out-of-home advertising, podcasts, and new digital platforms. These initiatives have already contributed to an uplift in female applications. We're also strengthening our presence at key STEM events for women through close collaboration with our Engineering and Science functions.

# Our actions to drive gender equality



As part of our Inclusion Strategy, and specifically our commitment to map career journeys and identify the ‘moments that matter’ for women at AWE, we aim to ensure that support is accessible, consistent, and informs where new policies or course corrections are needed.

For many women, going on and returning from maternity leave is one of the most significant moments that shapes their career, confidence, and long-term progression. While colleagues told us that our maternity benefits offering is strong, they also shared that some aspects of the maternity leave experience itself could be improved. To understand this more deeply, we held focus groups and workshops with people who had recently taken maternity leave, returned from it, and those who play a critical role in supporting them. Together, we explored what works well, where gaps exist, and what would make the experience more positive.

From these conversations, we created a clear action plan and are now taking tangible steps to improve the end-to-end maternity leave experience. Some of our early achievements have been creating a new community for maternity leavers and parents to connect, and using digital tools to improve how key information on the entire maternity leave experience is shared with line managers and employees. Strengthening this moment that matters not only supports women during a pivotal life transition – it also helps remove barriers to career progression, improves retention, and contributes directly to our actions to drive gender equality.

# Inclusion at AWE

We're one year into our three-year inclusion strategy and have made significant progress. We continue to strengthen an inclusive culture by listening to our people, identifying and removing the barriers colleagues may face at work.

Some of the measures we've introduced include:



**Workplace Adjustment Passports** – providing a space for colleagues to document the barriers or challenges they experience, helping both them and their line managers to understand where support is needed.



**Workplace Assessments** – setting out tailored recommendations and adjustments that can help reduce or remove those barriers.



**Neurodiversity Hub** – offering practical guidance, resources, and a supportive community for neurodivergent colleagues and their managers. We also offer a neurodiversity buddy system, creating a safe, peer-led space where colleagues with similar lived experiences can connect and support one another.



**Draw the Line** – our year-long anti-bullying and harassment campaign, strengthening accountability and trust across our organisation, encouraging dialogue and behaviour change.

Our Employee Resource Groups continue to play a vital role in fostering an inclusive culture and supporting progress. AWEpride, embRACE, N-Able-D (neurodiversity and disability), Religion & Belief, Gender Balance and Intergenerational provide a platform for our underrepresented groups and allies at AWE, providing a space for employees to connect, raise awareness, and influence positive change.



# Appendix A

Criteria	AWE April 2025		AWE April 2024	
	Men	Women	Men	Women
Difference in incumbents analysed within AWE	6488	2449	5503	1980

Criteria	AWE April 2025		AWE April 2024	
	£	%	£	%
Difference in mean pay between men and women within AWE	£3.56	11.6%	£3.61	12.1%
Difference in median pay between men and women within AWE	£4.36	15.2%	£4.58	16.5%
Difference in mean bonus between men and women within AWE	£379.02	14.98%	£378.95	20.7%
Difference in median bonus between men and women within AWE	£373.00	17.02%	£192.50	18.6%
Proportion of men and women within AWE who received Bonus pay	Men	90.0%	Men	90.0%
	Women	92.4%	Women	90.2%

Criteria	Pay Quarters	AWE April 2025		AWE April 2024	
		Men %	Women %	Men %	Women %
Proportion of men and women within AWE in each quartile of the total pay distribution	Lower Hourly	62.8%	37.2%	62.1%	37.9%
	Lower Middle Hourly	69.2%	30.8%	71.5%	28.5%
	Upper Middle Hourly	77.2%	22.8%	78.2%	21.8%
	Upper Hourly	81.2%	18.8%	82.4%	17.6%