

# INDEPENDENT LIMITED ASSURANCE STATEMENT

To: The Stakeholders of COBHAM PLC



## Introduction and Objectives

Bureau Veritas UK Limited (Bureau Veritas) has been engaged by Cobham plc (Cobham) to provide limited assurance over Gender Pay Gap information (the Selected Information) to be published on its website and submitted to the UK Government Equalities Office. This Assurance Statement applies to the Selected Information included within the scope of work as described below.

## Assurance Scope

The scope of our work was limited to providing assurance over the Selected Information reported by the following Cobham subsidiaries as at 5<sup>th</sup> April 2017 for publication on Cobham's website and submitted to the UK Government Equalities Office:

		Cobham subsidiaries				
		Aeroflex Limited	Chelton Limited	FB Heliservices Limited	FR Aviation Limited	Flight Refuelling Limited
Assured information	Mean gender pay gap in hourly pay	36.5%	25.1%	35.9%	27.3%	24.4%
	Median gender pay gap in hourly pay	47.4%	25.6%	30.2%	24.1%	19.3%
	Mean bonus gender pay gap	54.4%	59.6%	55.2%	66.2%	57.7%
	Median bonus gender pay gap	83.9%	27.5%	51.0%	48.9%	0.0%
	% of males and females receiving a bonus payment	M: 29.0% F: 40.0%	M: 95.6% F: 92.4%	M: 4.2% F: 1.1%	M: 7.1% F: 5.0%	M: 92.2% F: 90.5%
	% of males and females in lower pay quartile	M: 57.6% F: 42.4%	M: 71.3% F: 28.7%	M: 56.4% F: 43.6%	M: 75.0% F: 25.0%	M: 66.9% F: 33.1%
	% of males and females in lower middle pay quartile	M: 90.8% F: 9.2%	M: 69.1% F: 30.9%	M: 85.0% F: 15.0%	M: 88.2% F: 11.8%	M: 80.0% F: 20.0%
	% of males and females in upper middle pay quartile	M: 92.3% F: 7.7%	M: 84.9% F: 15.1%	M: 95.5% F: 4.5%	M: 88.0% F: 12.0%	M: 89.9% F: 10.1%
	% of males and females in top pay quartile	M: 95.4% F: 4.6%	M: 91.5% F: 8.5%	M: 94.7% F: 5.3%	M: 97.4% F: 2.6%	M: 93.1% F: 6.9%

## Reporting Criteria

The Selected Information needs to be read and understood based on “The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017” (The Act).

## Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined verification period; and
- Other Gender Pay Gap-related information published by Cobham.

Our limited assurance engagement relied on a risk-based selected sample of Gender Pay Gap data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

## Responsibilities

The preparation and presentation of the Selected Information are the sole responsibility of Cobham’s management team.

Bureau Veritas was not involved in the drafting of the Selected Information. Our responsibilities were to:

- Provide limited assurance over whether the Selected Information has been prepared in accordance with The Act;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our conclusions to the Directors of Cobham.

## Assessment Standard

We performed our work to a limited level of assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

## Summary of activities

As part of our independent assurance, Bureau Veritas undertook the following activities:

- Assessed the alignment of Cobham’s reporting against the requirements of The Act;
- Conducted interviews with relevant Cobham personnel;
- Reviewed the data collection and consolidation processes used to compile the Selected Information, including assessing assumptions made, the data scope and reporting boundaries;
- Reviewed documentary evidence produced by Cobham; and
- Re-performed aggregation calculations on the Selected Information.

## Conclusion

On the basis of our methodology and the activities described above, nothing has come to our attention to indicate that the Selected Information has not been properly prepared, in all material respects, in accordance with The Act.

## Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 185 years history. Its

assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified<sup>1</sup> Quality Management System which complies with the requirements of ISO 9001:2008, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA)<sup>2</sup> across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities.

Bureau Veritas has a number of existing commercial contracts with Cobham. Our assurance team does not have any involvement in projects with Cobham outside those of an independent assurance scope and we do not consider there to be a conflict between the other services provided by Bureau Veritas and that of our assurance team.

**Bureau Veritas UK Limited**

**London**

**07 March 2018**



---

<sup>1</sup> Certificate of Registration FS 34143 issued by BSI Assurance UK Limited

<sup>2</sup> International Federation of Inspection Agencies – Compliance Code – Third Edition