

## Gender Pay Gap Report 2022

This is our Gender Pay Gap Report for the snapshot date of 5<sup>th</sup> April 2022.

Gender pay gap is the difference between the average pay of men and women. As a Company with more than 250 employees, we fall within the requirements stipulated by the Gender Pay Gap reporting regulations. All figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Our Gender Pay Gap Numbers

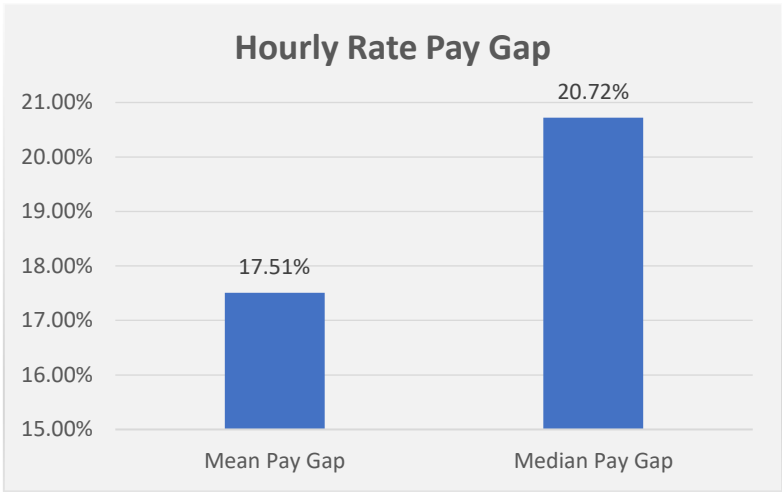


Chart 1: The mean and median Hourly Rate Pay

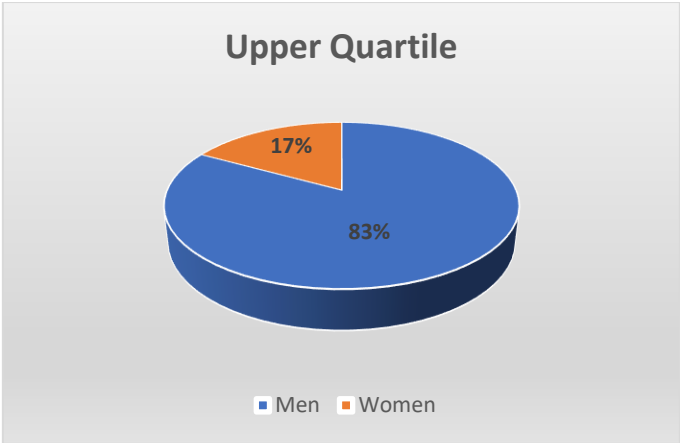
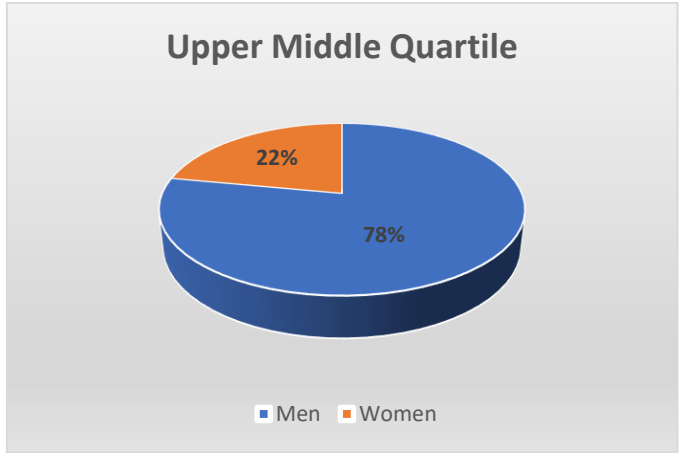
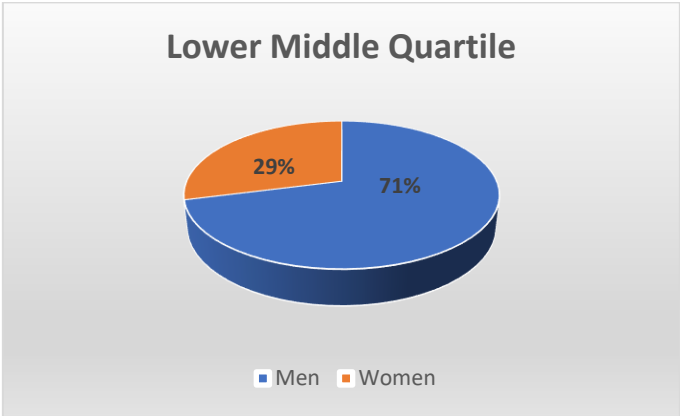
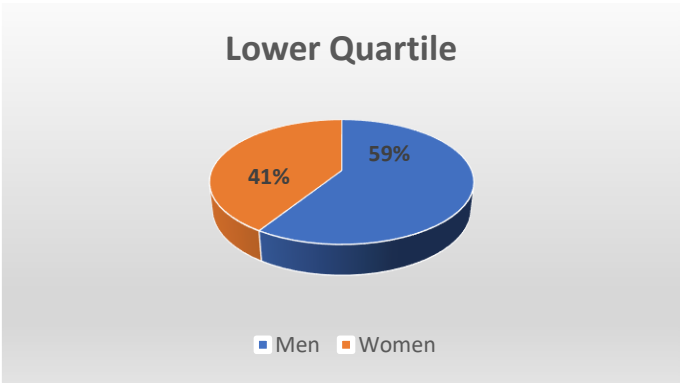
Chart 1 shows that our mean gender pay gap is 17.51% and our median gender pay gap is 20.72%.

2022 Bonus Pay	
Mean	Median
14.49%	22.66%

Table 1: Differences in Mean & Median Bonus Pay

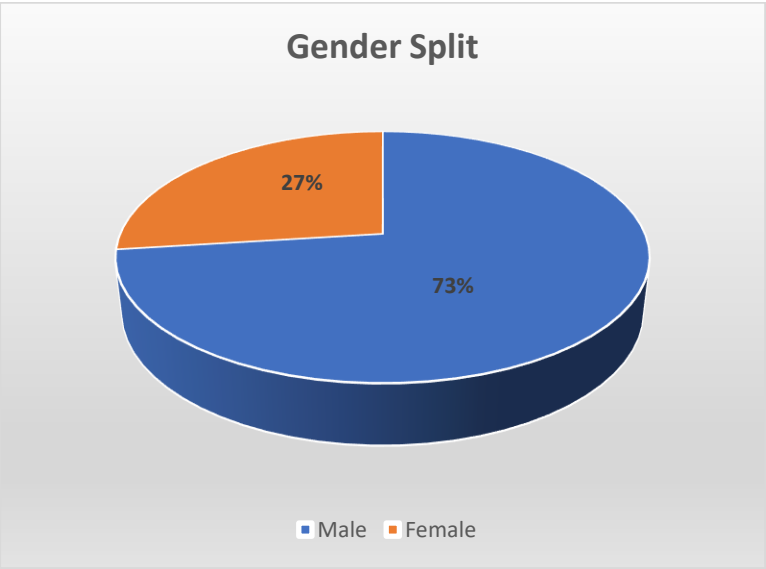
Table 1 shows that our mean bonus pay gap is 14.49% and our median gender bonus gap is 22.66%.

Pay Quartiles by Gender



The charts above show our workforce divided into four equal sized groups (quartiles) based on hourly pay rate. The lower quartile is the lowest paid group, the upper quartile the highest paid group.

*Our Gender Split*



*Why do we have a Gender Pay Gap?*

Legally, men and women must receive equal pay for

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work.

Many of our roles are in Engineering and Manufacturing which are historically male dominated, and this is reflected in the fact that 73% of our employees are male; as a result a large number of senior employees in these areas are male.

As a global organisation we have a number of senior female employees who have UK accountabilities but who are not based on the UK payroll, therefore their data is not captured within this UK Gender Pay Gap Report.

Our mean bonus pay gap is 14.49% and our median bonus pay gap 22.66%.

During 2022, 91% of males and 92% of females received a bonus payment which demonstrates equality. However, the bonus scheme provision is linked to salary, therefore based on the pay gap findings a bonus gap is inevitable.

*How we are continuing to strive for a better balance*

- We have a dedicated Compensation & Benefits team and are continually reviewing our reward and compensation strategy and considering the alignment of bonus schemes, benchmarking and grading of roles to ensure a consistent approach to reward, irrespective of gender. We have access to third party benchmarking data to support with this review exercise.
- Our business has grown through acquisition which has attracted variable T&C's; we are continuing to review and standardise where we can.
- Our gender split shows that almost 73% of our workforce are male, which is typical of businesses with a large number of Engineering and Manufacturing roles, however, we have initiatives in place to attract female applicants;
  - We are corporate members of the Women's Engineering Society (WES); we are able to offer free membership for up to 15 female employees and we advertise vacancies on the WES site to increase our reach to females in engineering and other disciplines. Linked to this we have introduced a WES Network forum to enable like-minded females to support one another and to draw upon one another's skills and experience.
  - We are STEM Ambassadors with an active group who volunteer their time, inside and outside of work, to promote STEM subjects to young learners at careers fairs and other events.
- We will engage with third party agencies who actively promote female careers in our industry.
- We are working closely with the VP of HR and our EMT to define our Diversity & Inclusion strategy.
- We operate part-time working and flexitime, we have an established Flexible Working Policy applicable to all employees.
- We have a well-established hybrid working framework enabling employees to balance their work and personal commitments.
- We will work together with our talent acquisition team and review our current recruitment practices and look at ways how we can encourage more applications from female workers and improve short listing techniques to minimise the risk of bias.
- During 2023 we plan to review our family friendly policies and procedures and where possible make enhancements.

I declare this information is accurate and correct.

**Name & Job Title:**

Helen Inch  
UK HR Director

**Signature:**

