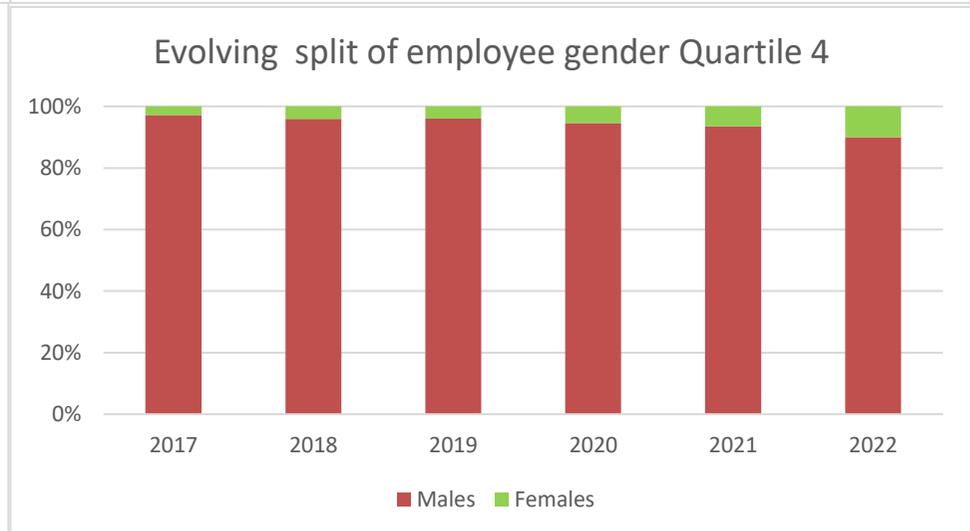
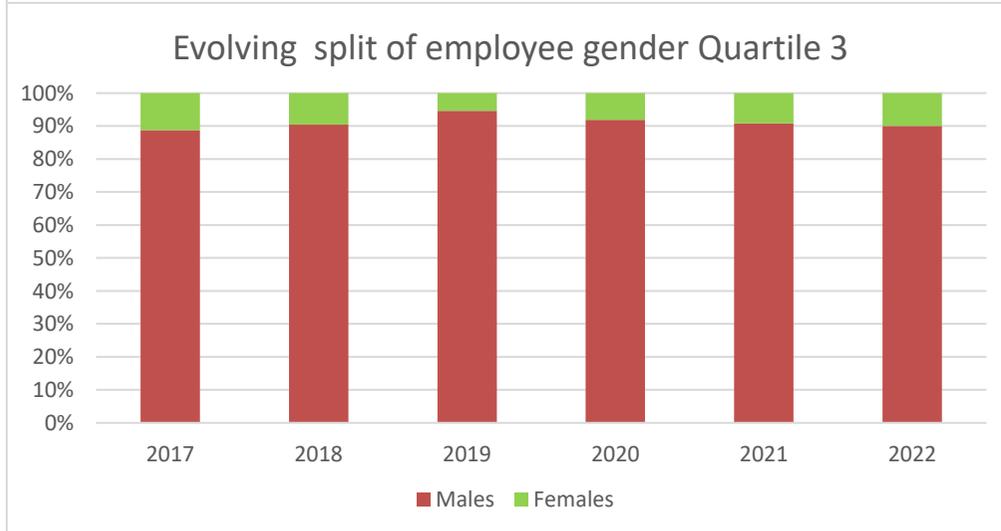
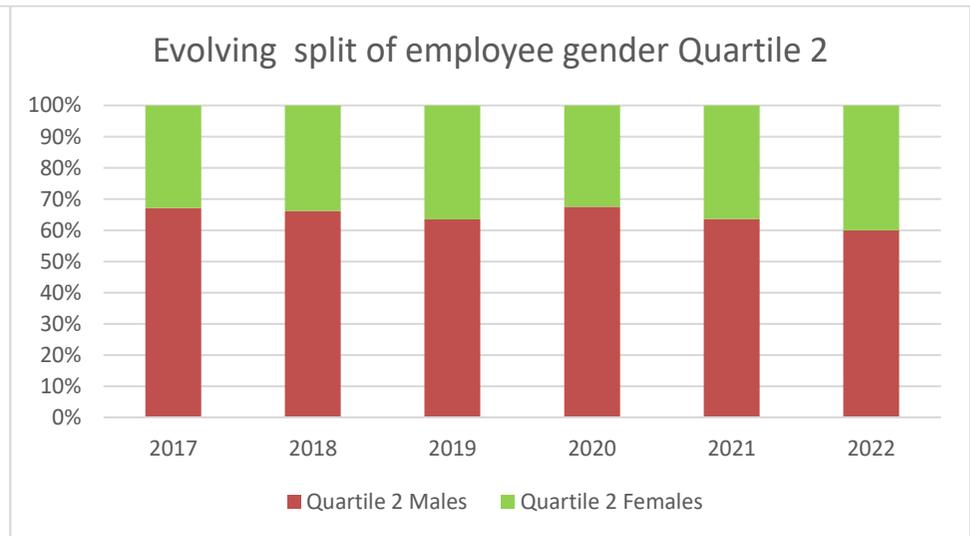
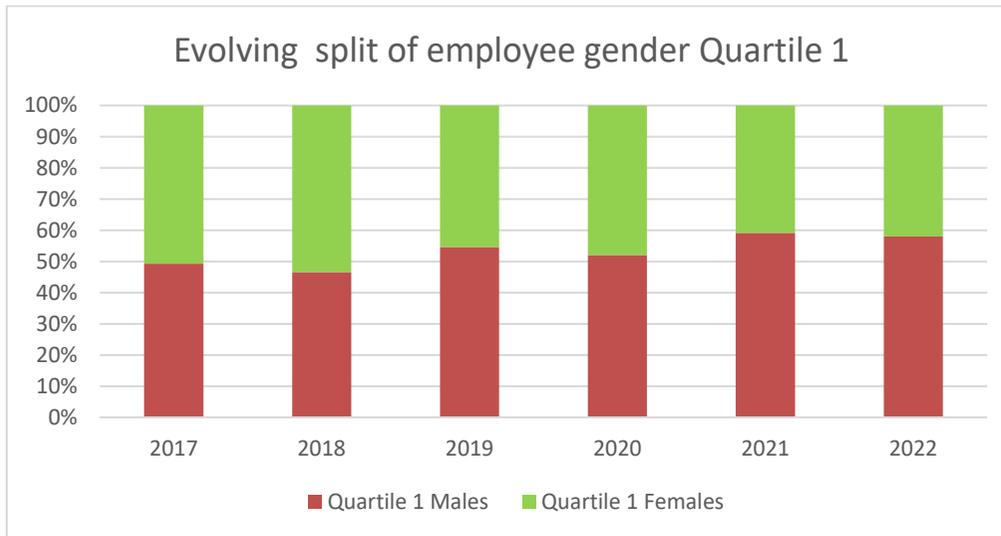


Understanding our gender pay gap - April 2022 data.

Since we have an equal pay policy, the only way to improve our gender pay gap is to recruit more females than males, especially in the more senior or technically specialised roles. All four quartiles show incremental improvement in the year from April 2021 to April 2022.



Director's comments

In the year to April 2022 the total headcount has increased by 6%. Recruitment was disproportionally of females and this has led to more balance in the numbers across the organisation.

Bonus is paid to all staff after a six-month qualifying period and so the increased female recruitment referred to above has not yet led to balance in the bonus payment *The bonus is calculated as a percentage of salary for all qualifying staff and so reflects the pay gap figures. Qualifying = 6 months service at point of annual bonus payment.*

Quartile 1 numbers fluctuate as they have in previous years. This quartile contains the job roles most likely to see departures and arrivals of staff during the year.

Quartile 2 shows a slow but steady improvement in the employment of females to the roles between semi-skilled and skilled.

Quartile 3 contains mainly the skilled machine operators and it will take time to attract, recruit and train females wishing to do this work.

Quartile 4 includes senior technical and management roles. There has been an increase in the number of senior managers, but the number of senior technical females has not increased.

Human Resource's comments

The company continues to promote engineering within the local community. This is largely through engagement with schools, all of whom are mixed gender. We will continue to seek ways of encouraging female applicants to apply for roles, including part time working. Hybrid (home/factory) work patterns have not proven successful in recent years due to the nature of the operations carried out.

		%
Quartile 1	Males	58%
	Females	42%
Quartile 2	Males	60%
	Females	40%
Quartile 3	Males	90%
	Females	10%
Quartile 4	Males	90%
	Females	10%
Mean gender pay gap		21%
Median gender pay gap		27%
Proportion receiving a bonus	Males	88%
	Females	81%
Mean bonus gender pay gap		18%
Median bonus gender pay gap		25%