

*UK Gender Pay Gap
2018*



What is the Gender Pay Gap Report?

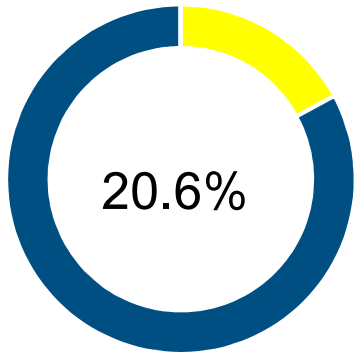
It is now a mandatory requirement that all UK companies with over 250 staff have to publish and report on their gender pay gap.

Gender pay is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

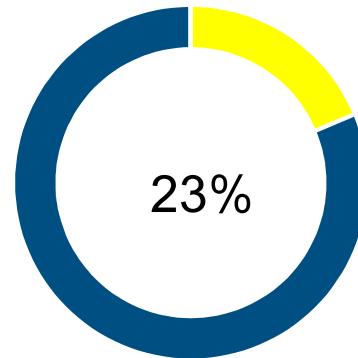
The gender pay gap is the difference between average earnings of men and women, expressed relative to male earnings. For example: a pay gap of 20% would mean that on average across the whole workforce, men earn 20% more than women per hour.

Gender pay reporting involves six specific calculations to show the difference in average earnings of men and women in the company. The calculations are based on payroll information recorded which must be reported before 5th April 2018 for the preceding 12 month period.

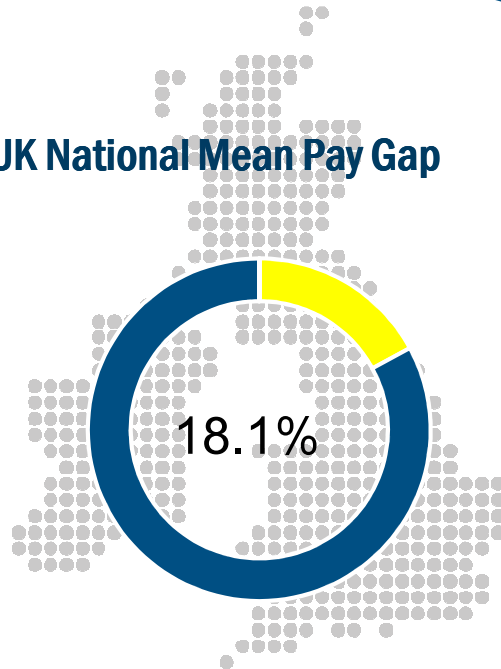
Mean Pay Gap



Median Pay Gap



UK National Mean Pay Gap



Gender pay gap - hourly pay

(earned in 12 months preceding 5 April 2018)

The figures to the left show the difference between the mean (average) and median (mid point) hourly pay of all male and females across the Ensinger UK Group, irrespective of their role, and expressed as a percentage of male employees' pay.

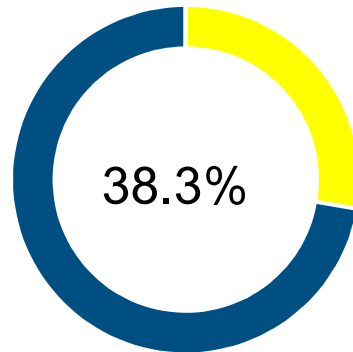
The main reason that we have a gender pay gap is because we employ almost 3 times more men than women.

This trend is not unusual in manufacturing and specifically engineering which draws more males to apply and want to work in this sector than women. Recruitment within warehousing and also more skilled engineering roles results in predominately all male applicants.

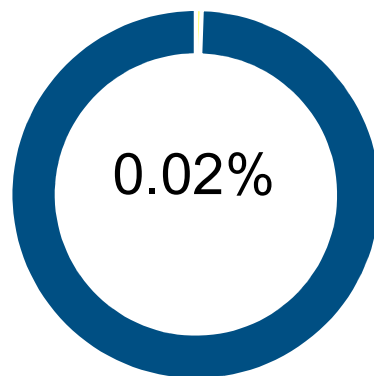
This has been historical through the years that Ensinger has been in operation in the UK, which has naturally resulted in progression for males within the company into the most senior positions.

When recruiting externally for senior level positions, it has resulted in mainly all male applicants. This links therefore to the mean and median pay gap difference as all the Company's senior roles are held by men.

Mean Bonus Gap



Median Bonus Gap



Bonus gender pay gap

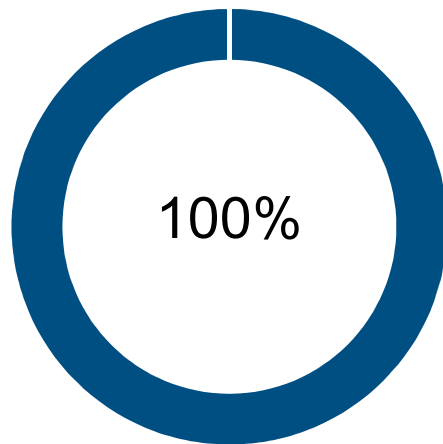
(earned in 12 months preceding 5 April 2018)

The figures to the left show the difference between the mean (average) and median (mid point) bonus pay of all male and females across the UK.

The reason that we have an average bonus gap of 38.3% is because we have no women in senior management positions and fewer women in roles that attract higher levels of pay where the scale of the bonus potential is greater.

As previously described this is due to the challenges that we face in recruiting females from engineering and manufacturing backgrounds.

Employees who receive a bonus



Proportion of employees who receive a bonus

(earned in 12 months preceding 5 April 2018)

There is a committed equal opportunity approach from the Company that all employees are able to benefit from the Company's bonus calculations. As a result, the proportion of female employees receiving a bonus is exactly the same as male employees.

Our Results – Distribution of Employees

Pay Distribution	Women	Men
Upper Quartile	16%	84%
Upper Middle Quartile	14%	86%
Lower Middle Quartile	30%	70%
Lower Quartile	49%	51%

The figures to the left show the gender distribution across the Ensinger Group in the UK, in four quartiles based on pay banding.

The results show that there is a greater proportion of males than females in the Upper Quartile (84% v 16%) and the highest proportion of females in any of the quartiles is within the Lower Quartile (49%).

There are significantly more males than females across our company, with males making up 72.5% of the entire workforce. This is a reflection of the industry that we work in and this has resulted in the most senior positions being held by men.

There are however a number of management positions held by women within the company which is reflected within the 16% of Upper Quartile figure.

Our Gender Pay Gap



The gender pay gap shown within the Ensinger Group calculations, demonstrates that male employees receive a higher average pay rate. This is largely through men being under represented at our most junior levels and overrepresented in the most senior or highly paid roles.



Outside of senior management positions, we do have a number of women in key management positions across the Company. We are proud that a number of women in these roles have been progressed and developed into these positions during the course of their employment with Ensinger.



We also have a fair balance of men and women undertaking the same positions within our Sales teams across the UK, to which both genders are paid at the same rates for undertaking the same positions.



Overall we are confident that we do pay fairly and equally for people in similar jobs and there are a variety of reasons that we have some gender imbalances. We will be moving forward, reviewing these results further, gathering more knowledge on the subject and considering how we can improve the imbalance to ensure that there are no barriers in job opportunities for either gender anywhere within the Ensinger Group.

Summary

Reporting on this subject has been an important step forward in putting the spotlight on where we have gender imbalances, and help assist us in understanding what is driving it and most importantly what we can do to improve it.

Ensinger Group Limited believes that through understanding and improving our perspective on gender differences, it will help us to:

Recruit and
retain the
best
employees

Create a
positive
work
environment

Inspire our
employees

Assess how
talent is
maximised
and
rewarded