

# Brose Limited Gender Pay Report

## Introduction

As a UK company with more than 250 employees, Brose Limited is required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish an annual report giving specific information about our gender pay gap.

## Our commitment

We understand the critical importance of embracing the skills, talents and experience offered by people of any gender, age, ethnicity or other different background. This will assist us to continue the process of creating a diverse workplace that reflects our local area and provides all employees with equal opportunities to develop and succeed.

Our aim is always to establish our company as an employer of choice for any candidate, regardless of gender, age, race or any other differentiating characteristic.

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## Background to the report

### What is the gender pay gap?

The gender pay gap shows the differences in the average pay between men and women across a company, regardless of an employee's role. It is different from equal pay, which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Occupations and industries where there are fewer females employed than males typically have a higher gender pay gap.

### What period will the report cover?

By 4 April 2019, we must calculate and publish the required information based on earnings figures as at 5 April 2018, which may include any bonuses paid up to that date for the performance year 2017.

Every year after this date, we must update the report with the latest figures.

### How was our workforce split at the time of the report?

Excluding agency workers, who will be reported by their employment agency, females accounted for 24.9% of our total workforce and 32.7% of our assembly operators. For comparison, the national figure for December 2017 shows that 20% of all manufacturing assembly workers are female (*Office for National Statistics*).

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**Our gender pay gap figures 2018**

	<b>Mean pay gap</b>	<b>Median pay gap</b>
<b>Gender pay gap</b>	14.93%	7.79%
<b>Gender bonus pay gap</b>	18.33%	0.00%

<b>Employees who received a bonus</b>	64.77 % of females	74.36% of males
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<b>Quartile</b>	<b>Females</b>	<b>Males</b>
<b>Upper</b>	12.68%	87.32%
<b>Upper middle</b>	23.78%	76.22%
<b>Lower middle</b>	28.67%	71.33%
<b>Lower</b>	22.38%	77.62%

**The figures explained**

Mean pay/bonus gap

This is the difference in the average hourly pay for females compared to males across the whole company.

Median pay/bonus gap

The median pay/bonus gap looks at the difference in pay or bonus between the middle female employee and the middle male employee when each gender is listed separately in order of pay/bonus rate.

Proportion of males/females who received a bonus

This gives the percentage of all females and all males in the company who received a bonus payment.

Quartiles

Here all employees in the company are ranked from the lowest rate of pay to the highest, the list is then split into four equal parts and the percentage of females and males in each section is calculated.

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**What have we been doing to improve the figures?**

Since our last report we have continued to sponsor the Brose Learning Officer at Coventry Transport Museum. This post engages with around 30,000 visitors every year in an interactive environment designed to ignite children’s interest in all things technical and automotive. This has been an ongoing sponsorship for the last four years.

We have also continued to introduce lifting machinery in some of our production areas, which will facilitate these roles becoming more gender-neutral.

However due to the Brexit result and the continued uncertainty in the automotive industry, we have been limited in our recruitment requirements and therefore, not been able to close our gender pay gap in the way we were aiming for.

**Our plans for the future**

Our company operates a remuneration policy that rewards our employees equally for carrying out equal or comparable work and will continue to do so in the future.

We are developing a home-grown talent initiative with an emphasis on visiting local schools and colleges, with a view to encourage students of all genders, to see the benefits of a career with manufacturing. There will be a greater emphasis during 2019 of the recruitment of apprentices and graduates.

We will continue to promote the image of both manufacturing and engineering from being male-orientated to being gender-neutral professions, by promoting these professions actively in local schools and colleges. We will also continue in our efforts to attract more females to take up roles at all levels within the company.

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We confirm that the information and figures reported are accurate to the best of our knowledge. We support and actively promote the company’s commitment to creating an inclusive workplace that demonstrates fairness and equality where employees are judged on individual performance and contribution.

Signed on behalf of Brose Limited:

  
Steven Wilkins  
Managing Director

  
Carol Davies  
Human Resources Director