

# 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?

The report will cover earnings figures as of 5 April 2020, which may include any bonuses paid up to that date for the performance year 2019.

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

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**Our gender pay gap figures 2020**

	<b>Mean pay gap</b>	<b>Median pay gap</b>
<b>Gender pay gap</b>	NA	NA
<b>Gender bonus pay gap</b>	23.58%	0.00%

<b>Employees who received a bonus</b>	91.18 % of females	89.02% of males
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<b>Quartile</b>	<b>Females</b>	<b>Males</b>
<b>Upper</b>	NA	NA
<b>Upper middle</b>	NA	NA
<b>Lower middle</b>	NA	NA
<b>Lower</b>	NA	NA

**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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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



Sarah Smith  
Human Resources Manager