

# **GENDER PAY REPORTING 2021**



WORKING FOR A SAFER AND LIGHTER CAR



# WHAT IS THE GENDER PAY GAP?

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

Gender Pay is different to equal pay which refers to men and women receiving the same pay for the same or comparable roles.

Gender pay looks at 6 calculations, 4 of which looks at mean and medium average. See below for more detail on how these are calculated

## MEAN

The **mean** gender pay gap is the difference in the average hourly pay for women compared to men.

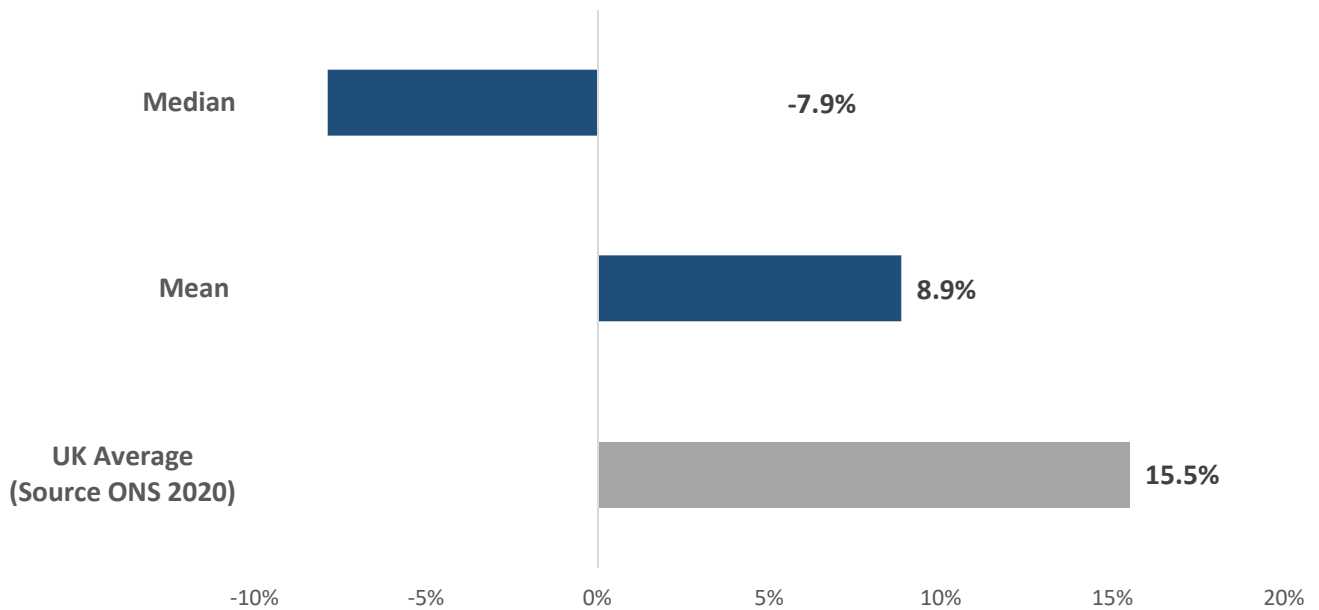


## MEDIAN

The **median** is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

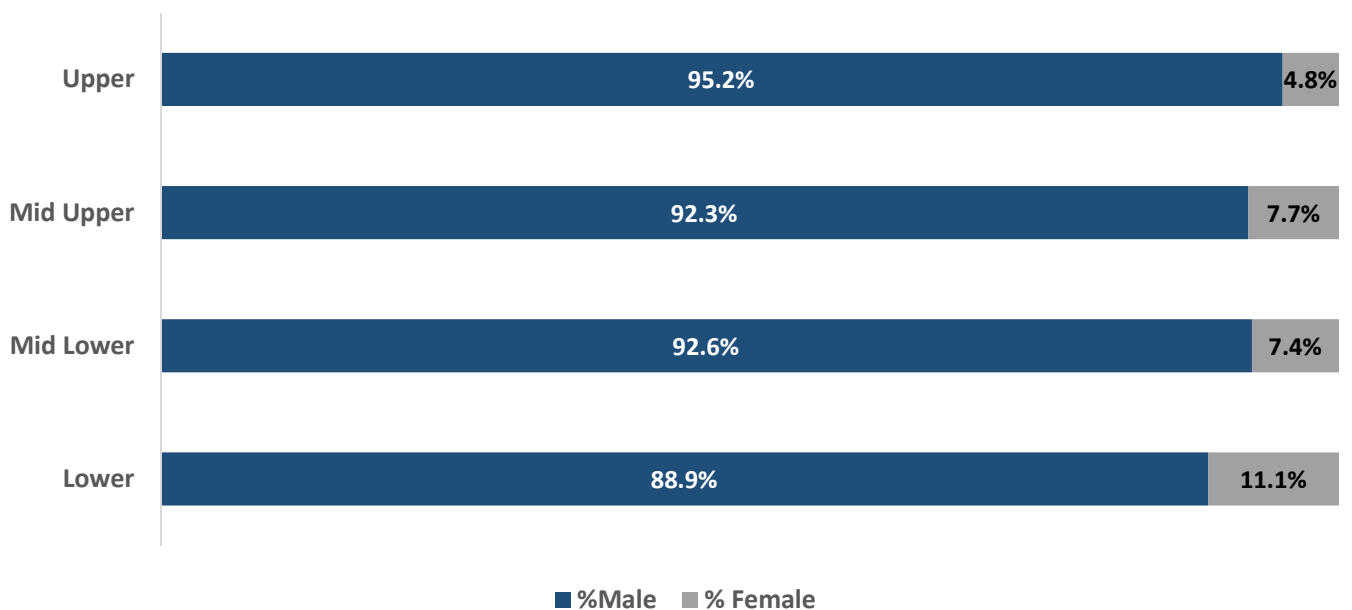


## GENDER PAY GAP RESULTS: Different between Male & Female Employees



## PAY QUARTILES ACROSS UK WORKFORCE

Quartiles represent the distribution of men and women in four equal groups from lowest to highest pay. The proportion of men and women falling into each quartile is shown below.



## GENDER PAY BONUS GAP:

Difference between Male & Female Employees

	Mean	Median
Bonus Gap	<b>-9.6%</b> (Female Higher)	<b>-10.0%</b> (Female Higher)

## PROPORTION OF EMPLOYEES RECEIVING BONUS



# OUR GENDER PAY GAP RESULTS

COVID 19 and furlough heavily effected the 2021 Gender Pay Report at Gestamp Tallent Limited. Under the calculation rules employees receiving less than their full pay in the reference month are to be excluded from the calculations, this includes employees on 80% furlough pay. Because of this, only 1028 employees out of a workforce of 2200 were included.

The bonus calculations show a significantly higher average bonus (both mean and median) for Female employees. This is largely driven by a significant number of smaller value incentive bonuses paid in some production plants across the 12-month reference period. Due to the makeup of the work force in these areas, it had a disproportionate effect on the average male bonus value.

The Gender Pay Report of Gestamp Tallent Limited is influenced primarily by the distribution and make up of its workforce, which is 10% female and 90% male. This is reflective of the gender mix within the pool of applicants for vacant positions and the mix of gender in engineering and technical positions within the UK, especially in the industry the company works in which primarily involves, engineering, welding and pressing.

Gestamp Tallent Limited actively encourage applications from females in engineering roles through it's works with schools and UTC's. Gestamp Tallent Limited supports initiatives such as 'women in engineering' and engineering days within the local community to raise the awareness of careers and opportunities in engineering roles for women.

Approximately 80% of Gestamp Tallent Limited's workforce falls under a pay grading structure, which is collectively agreed with our trade union partners. This means men and women are paid the equivalent pay. The remaining roles are based on current market rates. Gestamp Tallent Limited uses objective assessment such as occupational ability assessment from Market leading organisations in all of our recruitment activities to ensure objective assessment for employment and progressions within our business.

## Declaration

I can confirm the gender pay gap data contained in this report is accurate.



Mark Pearson, UK HR Manager

