

Gender Pay Report 2017 LEONI Wiring Systems UK Ltd

What is the Gender Pay Report?

The Gender Pay Report is a new requirement of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It requires all employers with more than 250 employees to publish a specific snapshot of information which in broad terms shows the difference between average male and average female earnings within the organisation.

What is the difference between the Gender Pay Report and Equal Pay?

The gender pay gap should not be confused with equal pay law. Paying a woman less than a man (or vice versa) for equal work is unlawful under the Equality Act. The gender pay gap is simply the difference between the average pay of males compared with the average pay of females.

What data does the company have to publish?

The company is required by law to publish a snapshot, taken on 5th April each year, on its company website showing the following data:

1. Our *mean* gender pay gap
2. Our *median* gender pay gap
3. Our *mean* bonus gender pay gap
4. Our *median* bonus gender pay gap
5. Our proportion of males and females receiving a bonus payment
6. Our proportion of males and females in each quartile band

What is the current UK National Gender Pay Gap?

The 2016 national average gender pay gap, as measured by the Office for National Statistics (ONS), was 18.1%, meaning that on average women earn 18.1% less than men in the UK across all sectors and job roles.

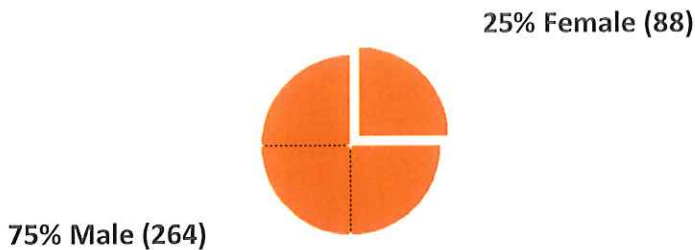
Why is there a Gender Pay Gap?

The gender pay gap exists because on average across the whole population women tend to work in lower-paid occupations and sectors, and occupy less senior roles. Another factor is that many women take time out of employment and work part-time because of care responsibilities.

The following information relative to LEONI Wiring Systems UK Ltd is as at **5th April 2017**:

Proportion of Males to Females

LEONI Wiring Systems UK Ltd employed 352 employees.
 25% Female and 75% Male



Average pay difference of Male and Female employees:

The chart below shows the difference between the average hourly pay of all our male employees compared with the average hourly pay of all our female employees. The definition of pay for this purpose includes gross salary (after any salary sacrifice) plus bonus and it excludes expenses and benefits in kind (e.g. company car allowance, health care etc.). All employees at all levels including part time employees are included. Bonus payments are based on the year 2016 paid March 2017.

	Mean Difference*	Median difference **
Hourly Pay	29%	31%
Bonus	45%	31%

*The Mean average is the most common way to find an average =
 Add the sum of the hourly pay and bonus payment of all males / divided by the number of males = M
 Add the sum of the hourly pay and bonus payment of all females / divided by the number of females = F
 $M - F / M \times 100 =$ Mean difference shown above expressed as a %

**Median average is the middle value =
 Middle value of males hourly pay and bonus payment when listed highest to lowest = M
 Middle value of all females hourly pay and bonus payment when listed highest to lowest = F
 $M - F / M \times 100 =$ Median difference shown above expressed as a %

Proportion of Male and Female employees who received a bonus payment

The figures below shows the number of male and female employees who received a bonus for the year 2016 paid March 2017. LEONI Wiring Systems UK Limited has a bonus scheme which is applicable to all employees. The figures below do not equate to 100% in each group as they includes new starters who joined late in the year and therefore did not qualify for payment in March 2017.



Percentage of employees in each pay quartile

The chart below shows the pay distribution, including bonus, of our male and female employees by quartile (i.e. divided into four pay groups, lower, lower middle, upper middle and top). Each quartile shows the percentage male/female split.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	48%	74%	88%	91%
Female	52%	26%	12%	9%
No. of Employees	88	88	88	88

What steps has LEONI Wiring Systems UK Limited already taken to make a difference?

LWS UK workforce is predominantly engineering (approximately 60%) and as at 5th April 2017 females represented 25% of our overall population. As with our customers, other automotive suppliers and similar engineering based companies, our aim is to increase the number of female engineers. In the UK, however, overall there is a severe shortage of engineers. It is estimated that 70,000 additional engineers are needed each year to meet industry demand. The UK government states that females occupy less than 1 in 10 engineering roles within engineering companies. This presents significant challenges to LWS UK. We are actively trying to recruit female engineers but this is proving difficult due to the limited number of existing and aspiring female engineers.

We have invested significantly in internal Management Development with our strategic training partner Ashorne Hill. A total of 8 female graduates participated in the accredited Chartered Management Institute high level qualification programme which was delivered over a two year period.

We recognise that our female graduates and apprentices are leading the way for females for the future and we would like to take this opportunity to thank them for the contribution they have all given over the last twelve months. This includes presenting at our LWS UK training day events, leading the 100 years celebration programme, promoting the national apprenticeship scheme and actively participating in all careers fairs. This ambassador role is one which will be further developed in the future.

What further steps has LEONI Wiring Systems UK Limited committed to take in the future?

We recognise that if we are to attract, recruit and develop more females into engineering and leadership roles year on year we need to set ourselves clear, long-term targets. With targeted recruitment and training plus strategic partnerships with Staffordshire University, Newcastle-under-Lyme College and Ashorne Hill Training School we aim to achieve this objective.

We are extremely proud of the success we have achieved so far from our approach to *“growing our own engineers and leaders for the future”*. This has become fully embedded into our everyday culture. Our commitment is to build on this success further, to increase diversity and talent in an environment which enables all employees to reach their full potential.

We very much welcome the UK Government’s initiative for transparency on gender pay and confirm the above Gender Report Figures to be accurate.



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