

## Our Gender Pay Gap Report 2017

Faltec Europe Ltd (FEL) is required by law to publish an annual gender pay gap report, using data as at the snapshot date of 5<sup>th</sup> April 2017. We are committed to the principle of equal opportunities and equal treatment for all employees and as such, we evaluate job roles and pay grades as necessary to ensure a fair structure. As at the snapshot date, the workforce comprised 376 employees: 347 male and 29 female.

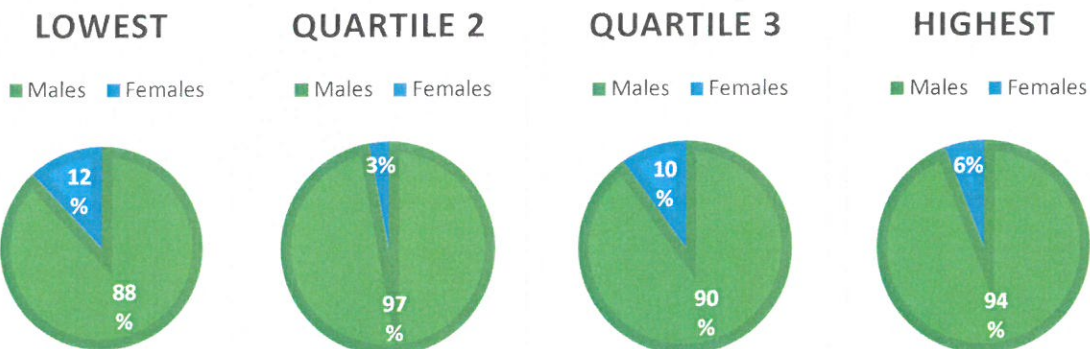
The table below shows our overall mean and median gender pay gap, based on hourly rates of pay as at the 5<sup>th</sup> April 2017. It also captures the mean and median differences between bonus payments throughout the 12 months leading up to 5<sup>th</sup> April 2017.

Pay & Bonus Gap		
Difference between Men and Women		
	Mean	Median
Women's Hourly pay	5.6% (lower)	-9.6% (higher)
Women's Bonus pay	0%	0%

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women are working within our Company, and the salaries that these roles attract.

We can see from the table above that the proportion of female employees awarded a bonus was 0%, in addition, the proportion of male employees awarded a bonus was 8.6%.

### Pay quartiles by gender



The above image illustrates the gender distribution at FEL, across four equally sized quartiles; each quartile contains 94 employees.

All of the figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**What is FEL doing to address its gender pay gap?**

Whilst our gender pay gap compares favourably with that of organisations within the UK economy and within the automotive manufacturing sector generally, this is not a subject about which we are complacent. It may be several years until the gender pay gap is removed, but we are committed to doing everything that we can to reduce the gap. We also recognise that our scope to act is limited in some areas, for example, we have no direct control over the skills that individuals have or the career choices that they make.

I confirm that the information in this report is accurate.



Keith Wakley

Deputy Managing Director