

Our Gender Pay Gap Report 2018

Faltec Europe Ltd (FEL) is required by law to publish an annual gender pay gap report, using data as at the snapshot date of 5th April 2018. 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 total workforce comprised 374 employees: 341 male and 33 female.

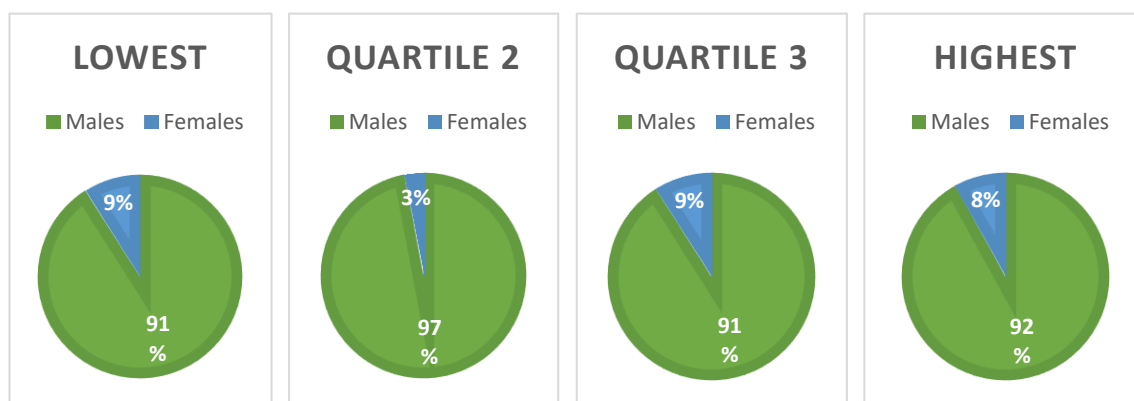
The table below shows our overall mean and median gender pay gap, based on hourly rates of relevant employees pay as at the 5th April 2018. It also captures the mean and median differences between bonus payments throughout the 12 months leading up to 5th April 2018.

Pay & Bonus Gap		
Difference between Men and Women		
	Mean	Median
Women's Hourly pay	-6.1% (higher)	-3.4% (higher)
Women's Bonus pay	43% (lower)	0% (same)

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 male employees were awarded more bonus pay than women in the Mean category. This can be attributed to the specific roles in which men and women are working within our Company, and which have also resulted in the same amount of bonus pay for men and women when analysed and reported in the Median category.

Pay quartiles by gender



The above image illustrates the gender distribution at FEL, across four equally sized quartiles; each quartile contains 87 employees.

All of the figures set out in this report have been calculated using the standard methodologies as advised at www.gov.uk.

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, this is not a subject about which we are complacent. We have made progress in improving the gap since last year, and we remain committed to doing so. 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.



T Furuuchi

Managing Director