

Our Gender Pay Gap Report 2021

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 2020. 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: 304 male and 25 female.

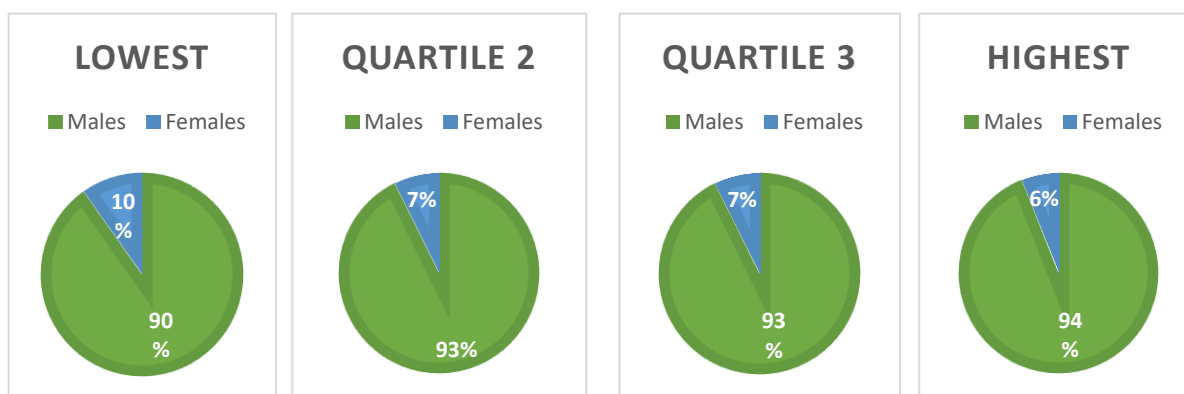
The table below shows our overall mean and median gender pay gap, based on hourly rates of relevant employees pay as at the 5th April 2020. It also captures the mean and median differences between bonus payments throughout the 12 months leading up to 5th April 2020.

Pay & Bonus Gap		
Difference between Men and Women		
	Mean	Median
Women's Hourly pay	-10.8% (higher)	-21.1% (higher)
Women's Bonus pay	0% (N/A)	0% (N/A)

We are very 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 types of roles in which men and women are working within our Company, and also the skills/education, and salaries that these particular roles attract.

We can see from the table above that male and female employees were not awarded any bonus pay in this reporting year. It should be noted that April 2020 experienced a national lockdown due to the global coronavirus pandemic, with large groups of employees placed on furlough.

Pay quartiles by gender



The above image illustrates the gender distribution at FEL, across four equally sized quartiles; quartiles 1-3 contain 82 employees, and quartile 4 (highest) contains 83 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 generally, this is not a subject about which we are complacent. We remain committed to closing the gap despite being limited in some areas, for example, we have no direct control over the skills/education that individuals have, or the career choices that they make.

I confirm that the information in this report is accurate.



T Furuuchi

Managing Director