

Gender Pay Report 2017

March 29th 2018

| Mean gender pay gap (hourly pay) | | | | |
|----------------------------------|---------|----------|-----------|--|
| Male | Female | Variance | % | |
| £ 15.66 | £ 14.98 | £ 0.68 | 4% | |

| Median gender pay gap (hourly pay) | | | | |
|------------------------------------|---------|----------|------------|--|
| Male | Female | Variance | % | |
| £ 11.67 | £ 12.54 | -£ 0.87 | -7% | |

| Mean gender pay gap (bonus pay) | | | | |
|---------------------------------|------------|----------|------------|--|
| Male | Female | Variance | % | |
| £ 2,081.86 | £ 1,300.00 | £ 781.86 | 38% | |

| Median gender pay gap (bonus pay) | | | | |
|-----------------------------------|----------|----------|------------|--|
| Male | Female | Variance | % | |
| £ 1,400.00 | £ 600.00 | £ 800.00 | 57% | |

| Proportion receiving a bonus payment | |
|--------------------------------------|-----------|
| Male | Female |
| 14% | 9% |

| Proportion in each pay quartile | | | |
|---------------------------------|-----------------|------------|------------|
| Quartile | Pay range | Male (%) | Female (%) |
| Upper | £93.82 - £16.41 | 88% | 12% |
| Upper middle | £16.19 - £11.98 | 76% | 24% |
| Lower middle | £11.91 - £10.77 | 90% | 10% |
| Lower | £10.73 - £3.83 | 97% | 3% |



Explanation of the Figures

The figures demonstrate that there is little variance in mean and median hourly pay across the genders. However, there is a variance in mean and median bonus pay. This variance is principally a product of the disparity in the gender make-up of our workforce.

This gender demographic in our workforce reflects the disparity in the wider industry. Engineering and Manufacturing are traditionally male dominated workforce segments and it is taking time to alter that.

As a company, we will continue in our efforts to broaden the appeal of Engineering and Manufacturing as a career choice to both females and generally. It is only by changing the percentage of females entering the industry that the imbalance will be addressed. To this end we will continue with our efforts to:

- Promote STEM subjects, Engineering and the Company in local schools
- Play an active role in the Young Enterprise initiative
- Provide an active apprenticeship program
- Provide educational assistance schemes
- Have strategic relationships with Universities

These initiatives have already helped recruit and retain more female employees and a more diverse workforce generally.

The data that is represented in the table above has been checked and validated for accuracy.

Yours Sincerely
For and on behalf of Ransomes Jacobsen Ltd



Alan Prickett
Managing Director