



May 2021

Hydro Components UK Ltd - Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data. We are required to publish the results on our own website and a government website.

We can use these results to assess:

- the levels of gender equality in our workplace.
- the balance of male and female employees at different levels.
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Further details about how we intend to tackle our gender pay gap can be found by contacting me directly, contact details below.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We calculated this using data from our existing payroll system.

In terms of our results, details are as follows:

- Mean gender pay gap is 9.52%
- Median gender pay gap is 12.81%.
- Mean bonus pay gap is 18%. (on average men's bonuses were 18% higher than women's)
- Median bonus pay gap is 8.33%
- Proportion of Males & Females receiving a bonus payment is Male 73.5% & Female 74.5%.

Proportions of females & males in each pay quartile are:

Quartile	Females	Males
Upper	20%	80%
Upper Middle	16%	84%
Lower Middle	16%	84%
Lower	33%	67%

If you have any questions, please do not hesitate to contact me.

Hannah James
UK HR Director
Hydro Components UK Ltd
Hannah.james@hydro.com