



April 2019

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 4.46%. Improving by closing the gap by 3.32% on 2017 reporting
- Median gender pay gap is -2.75%. (women's median is 2.75% higher than men's)
- Mean bonus pay gap is -100%. (on average women's bonuses were 100% higher than men's)
- Median bonus pay gap is -400% (women's median bonus figure is 400% higher than men's)
- Proportion of Males & Females receiving a bonus payment is Male 6.7% & Female 2.04%.

Proportions of males & females in each pay quartile are:

Quartile	Male	Female
Upper	85%	15%
Upper Middle	74%	26%
Lower Middle	83%	17%
Lower	77%	23%

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

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