

FORD HALEWOOD TRANSMISSIONS LTD

GENDER PAY REPORT 2025



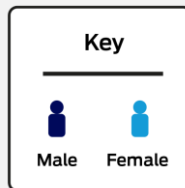
WHAT IS GENDER PAY GAP?

The Gender Pay Gap shows the difference between the average pay and bonus of men and women across a workforce, according to a series of measures as defined by the UK Government.

What measures must be reported?

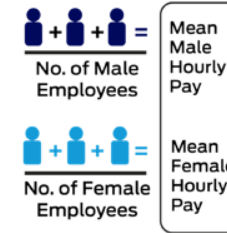
Since April 2017, organisation's with over 250 employees must report annually:

- The difference in the Mean and Median Pay of male and female employees - the Gender Pay Gap
- The difference in the Mean and Median Bonus Pay of male and female employees - the Gender Bonus Pay Gap
- The proportion of male and female employees who receive a Bonus
- The percentage of male and female employees in each Pay Quartile



What is Mean Pay?

We add together the hourly pay for all male employees, then divide by the number of male employees. We do the same for all female employees and then compare the average (or mean) hourly pay.*



Lowest Hourly Pay



Highest Hourly Pay

What is Median Pay?

We rank all male and female employees separately in order of their hourly pay, then compare the pay of the 'middle female' and the 'middle male'.

Understanding the Pay Gap

A positive percentage indicates that, on average, men earn more than women.
 A negative percentage means that, on average, women earn more than men.
 A 0% gap reflects pay parity, where men and women earn the same on average.

What is Pay Quartile?

We rank the workforce from lowest to highest, then split (into four equal quartiles) and state the percentage of men and women in each group.



*The same principles apply in calculating Mean and Median Bonus gaps.

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Element	Description	%	Commentary
Gender Pay Gap The difference in mean and median pay of male and female employees	Mean	-3,3%	The FHTL workforce consists of 630 personnel at our manufacturing site, of which 474 were classified as full-pay relevant employees at the snapshot date. Our analysis shows that female employees earn 3.3% more than their male counterparts on average. This is contrasted by a median pay gap of 1.8%, showing that the 'middle' male earner is paid slightly more than their female counterpart. These metrics reflect that female representation in higher-salaried is pulling the overall average up, while the small positive median suggests a balanced distribution of pay across the broader workforce
	Median	1,8%	
The proportion of Male and Female employees who receive a bonus	Male	0,0%	The 0% bonus figures across all categories are a result of a change to the company bonus policy in 2025. This change led to a shift in the payment schedule, meaning no qualifying bonus payments were made during the 2024/25 reporting period. Payments made under the new policy—which has been extended to include all employees—will be reflected in the 2025/26 reporting cycle.
	Female	0,0%	
Gender Bonus Pay Gap The difference in the mean and median bonus pay of male and female employees	Mean	0,0%	The 0% bonus figures across all categories are a result of a change to the company bonus policy in 2025. This change led to a shift in the payment schedule, meaning no qualifying bonus payments were made during the 2024/25 reporting period. Payments made under the new policy—which has been extended to include all employees—will be reflected in the 2025/26 reporting cycle.
	Median	0,0%	

Element	Description	Male	Female	Commentary
The percentage of male and female employees in each pay quartile	Upper	94%	6%	The male percentage is 90% or higher across all quartiles. Female representation is lowest in the upper-middle category, including many maintenance employees, few of whom are female.
	Upper Middle	99%	1%	
	Lower Middle	95%	5%	The lower quartile shows the highest female proportion, partly due to more female new starters - with all new starters generally entering at lower grades.
	Lower	97%	3%	

I confirm that the gender pay gap information contained in this report is accurate.

Terry Sapsford, Director of Manufacturing

Terry Sapsford