



FORD HALEWOOD TRANSMISSIONS LIMITED

GENDER PAY REPORT 2023

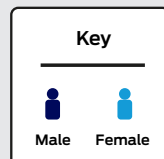
WHAT IS GENDER PAY GAP REPORTING?

Gender Pay Gap reporting seeks to explain the difference in the pay of male and female employees, according to a series of measures as defined by the UK Government.

What measures must be reported?

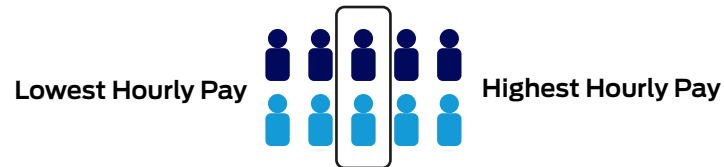
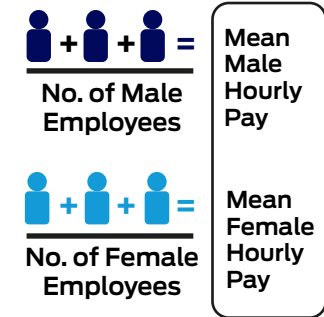
Since April 2017, organisations with over 250 employees must report annually:

- 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.*



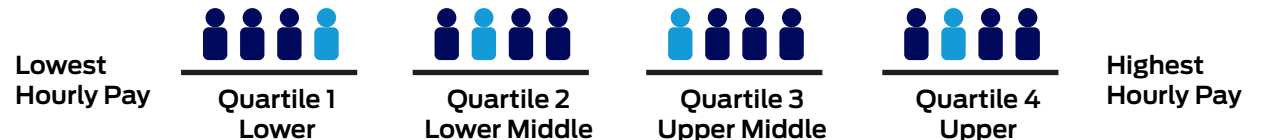
What is Median Pay?

We rank all male employees in order of their hourly pay. We do the same for all female employees, and then compare the pay of the “middle female” and the “middle male”.*

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

What is a Pay Quartile?

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



We recognise that gender pay is a binary reporting measure and as an inclusive employer, we understand that employees who identify as non-binary or gender fluid may not feel represented in a way that reflects their identity in this report. We wish to reiterate our support for all employees irrespective of gender and our ongoing commitment to creating an inclusive organisation.

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FORD HALEWOOD TRANSMISSIONS LTD

The difference in Mean and Median Pay of Male and Female employees - Gender Pay Gap

	2023
Mean	8.5%
Median	-5.8%

The FHTL workforce of 291 personnel are employed on a manufacturing site. At the snapshot date 264 employees are classified as full pay relevant, with 27 employees excluded. The 8.5% mean gender pay gap is in part due to the majority of our female employees working day shift only and therefore not receiving the associated shift premiums. Whilst the negative median gender pay gap in favour of women is due to a difference in grade between the median male and female employees with the median female being a higher grade..

The proportion of Male and Female employees who receive a bonus

	2023
Male	1.9%
Female	4.0%

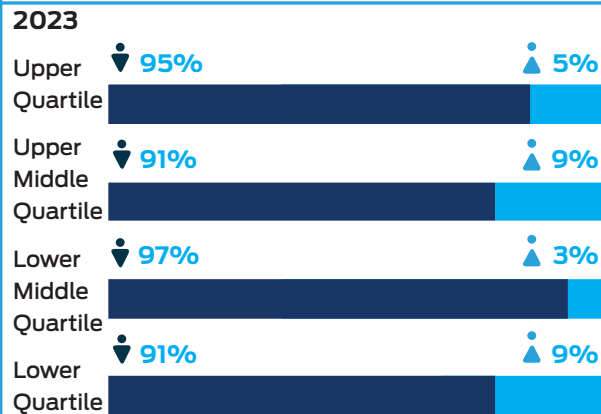
Within the Gender Bonus Pay Gap period only a very small proportion of employees received a bonus. Bonus payments are awarded for high performance and form part of the performance management process. Although our data shows that proportionally more women than men received this bonus, given the overall small number of women employed, our data for females is liable to greater variation.

The difference in the Mean and Median Bonus Pay of Male and Female employees - Gender Bonus Pay Gap

	2023
Mean	-0.3%
Median	6.8%

A very small number of employees received a bonus in 2023. The mean gender bonus pay gap for males and females is very small. The median bonus pay gap is primarily the result of differences in the grade of the median employees receiving a bonus payment.

The percentage of Male and Female employees in each Pay Quartile



The percentage of women within all pay quartiles is relatively low, with the highest percentage of women in the Lower and Upper Middle quartiles. Whilst women currently make up a small part of our overall workforce, this is relatively consistent with trends in the overall sector, where we see a significant underrepresentation of women in manufacturing roles.

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

Terry Sapsford

Terry Sapsford, Director of Manufacturing

APPENDIX

		2020	2021	2022	2023
The difference in Mean and Median Pay of male and female employees - Gender Pay Gap	Mean	-4.5%	5.0%	6.1%	8.5%
	Median	2.7%	0.0%	-0.4%	-5.8%
The proportion of male and female employees who receive a bonus	Male	1.3%	1.3%	2.1%	1.9%
	Female	11.1%	5.0%	4.5%	4.0%
The difference in the Mean and Median Bonus Pay of male and female employees - Gender Bonus Pay Gap	Mean	9.1%	16.2%	-1.0%	-0.3%
	Median	7.6%	22.1%	8.3%	6.8%