



FORD HALEWOOD TRANSMISSIONS LIMITED

# GENDER PAY REPORT

# 2024



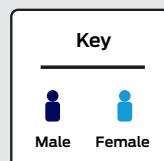
# WHAT IS GENDER PAY GAP REPORTING?

Gender Pay Gap reporting seeks to measure differences in the pay of male and female employees, according to a series of metrics defined by the UK Government.

## What metrics must be reported?

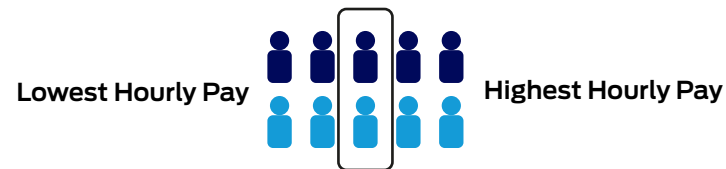
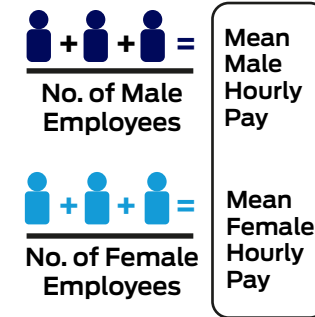
Since April 2017, organisations with over 250 employees must report annually:

- 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.\*



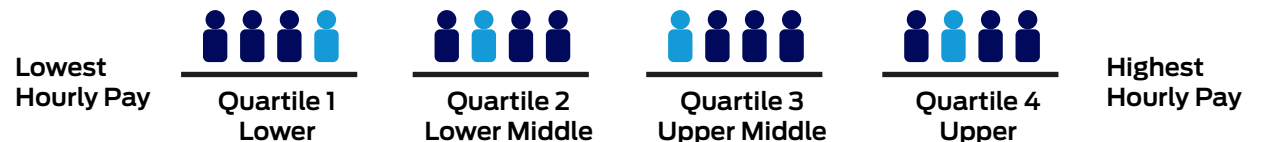
## What is Median Pay?

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.



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## FORD HALEWOOD TRANSMISSIONS LTD

<p><b>The difference in Mean and Median Pay of Male and Female employees - Gender Pay Gap</b></p>	<p><b>2024</b></p> <p>Mean 3.6%</p> <p>Median 9.1%</p>	<p>The FHTL workforce of 488 personnel are employed on a manufacturing site. At the snapshot date 438 employees are classified as full pay relevant. An underlying cause of our mean and median pay gaps is due to the majority of our female employees working day shift: which does not attract the higher paying shift premiums associated with working unsociable hours.</p>															
<p><b>The proportion of Male and Female employees who receive a bonus</b></p>	<p><b>2024</b></p> <p>Male 1.1%</p> <p>Female 2.9%</p>	<p>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. As we have more women working in staff positions, which are in scope for a bonus payment, compared to production assembly roles, where bonus awards do not apply - our data shows slightly more women than men received a bonus.</p>															
<p><b>The difference in the Mean and Median Bonus Pay of Male and Female employees - Gender Bonus Pay Gap</b></p>	<p><b>2024</b></p> <p>Mean -0.8%</p> <p>Median 0.0%</p>	<p>We have no median bonus pay gap, due to both men and women receiving the same median monetary award and a very small mean bonus pay gap in favour of women.</p>															
<p><b>The percentage of Male and Female employees in each Pay Quartile</b></p>	<p><b>2024</b></p> <table border="1"> <thead> <tr> <th>Quartile</th> <th>Male (%)</th> <th>Female (%)</th> </tr> </thead> <tbody> <tr> <td>Upper Quartile</td> <td>94%</td> <td>6%</td> </tr> <tr> <td>Upper Middle Quartile</td> <td>98%</td> <td>2%</td> </tr> <tr> <td>Lower Middle Quartile</td> <td>96%</td> <td>4%</td> </tr> <tr> <td>Lower Quartile</td> <td>90%</td> <td>10%</td> </tr> </tbody> </table>	Quartile	Male (%)	Female (%)	Upper Quartile	94%	6%	Upper Middle Quartile	98%	2%	Lower Middle Quartile	96%	4%	Lower Quartile	90%	10%	<p>The percentage of women within all pay quartiles is relatively low, with the highest percentage of women in the Lower and Upper 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 role.</p>
Quartile	Male (%)	Female (%)															
Upper Quartile	94%	6%															
Upper Middle Quartile	98%	2%															
Lower Middle Quartile	96%	4%															
Lower Quartile	90%	10%															

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

*Terry Sapsford*

Terry Sapsford, Director of Manufacturing

# APPENDIX

		2021	2022	2023	2024
The difference in Mean and Median Pay of male and female employees - Gender Pay Gap	Mean	5.0%	6.1%	8.5%	3.6%
	Median	0.0%	-0.4%	-5.8%	9.1%
The proportion of male and female employees who receive a bonus	Male	1.3%	2.1%	1.9%	1.1%
	Female	5.0%	4.5%	4.0%	2.9%
The difference in the Mean and Median Bonus Pay of male and female employees - Gender Bonus Pay Gap	Mean	16.2%	-1.0%	-0.3%	-0.8%
	Median	22.1%	8.3%	6.8%	0.0%