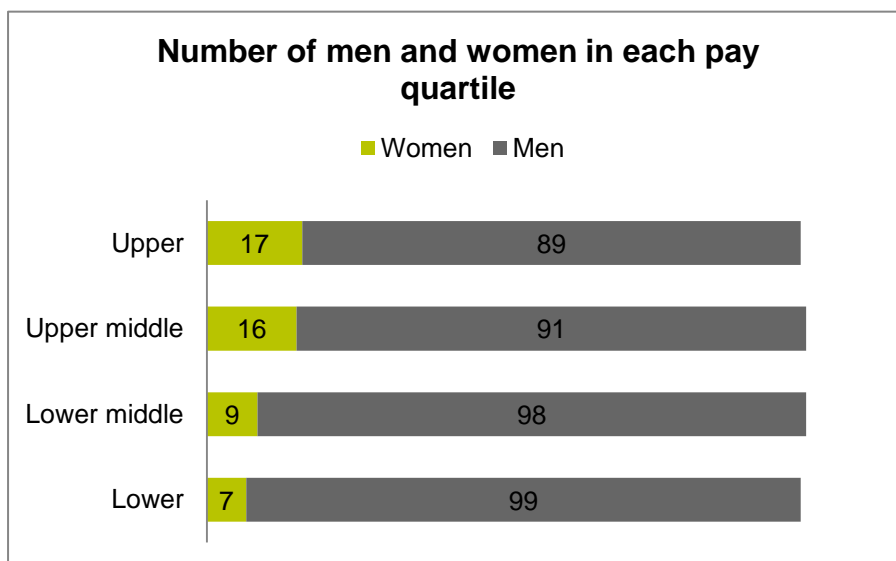
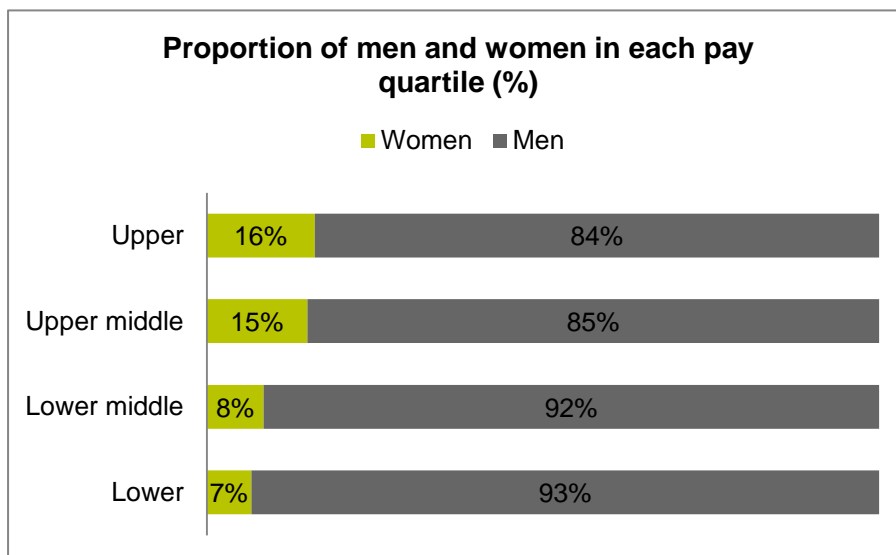


1. Gender pay gap data Autoneum GB Ltd

	Women's earnings are:
Mean gender pay gap in hourly pay	3.9% higher
Median gender pay gap in hourly pay	20.4% higher
Difference in mean bonus payments	37% lower
Difference in median bonus payments	35% lower
Proportion of men that received a bonus	1.6%
Proportion of women that received a bonus	4%



We collected the data on **5 April 2017** when the company's workforce consisted of 49 women and 377 men.

The figures show that Autoneum GB Ltd has a mean pay gender gap of 3.9% and a median gender pay gap of 20.4%.

In common with the automotive manufacturing sector in the UK as a whole, our organization is predominately male. Given that 88% of the workforce is male, this is reflected in the number of men in all pay quartiles. The lowest pay quartile is made up of 93% men and 7% women. Similarly, the upper-most pay quartile is made up of 84% men and 16% women.

63% of women (33) employed in Autoneum GB were in roles in the upper and upper middle pay quartile, and 37% of women (16) employed were in the lower middle and lower pay quartiles.

This compares with 48% of men (180) employed being in roles in the upper and upper middle pay quartile, and 52% of men (197) employed being in the lower middle and lower pay quartiles.

Having a predominately male workforce means that small fluctuations in the female workforce can have a significant impact on the company's gender pay gap.

2. Taking action

Autoneum GB Ltd will explore how it can attract more women into its organization to create a more even gender balance, given that there are more men than women at every organizational level, including senior management teams. As an equal opportunities employer, Autoneum GB Ltd firmly believes that diversity brings both benefits and opportunities to the company, and strives to always employ the best person for the role regardless of gender or other factors covered by the equality act.

Autoneum GB Ltd continues to explore ways in which opportunities can be created for all employees regardless of role and level to work in ways that fit best with their career and home life.

3. What is gender pay gap reporting?

From 2017 onwards, any UK organization employing more than 250 or more employees has to publicly report on its gender pay gap in six different ways:

- The mean and median gender pay gaps
- The mean and median gender bonus gaps
- The proportion of men and women who received bonuses
- The number of men and women according to pay quartile bands

The gender pay gap shows the difference in the average earnings between all men and women in an organization.

The mean gender pay gap is the difference between the median and hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.