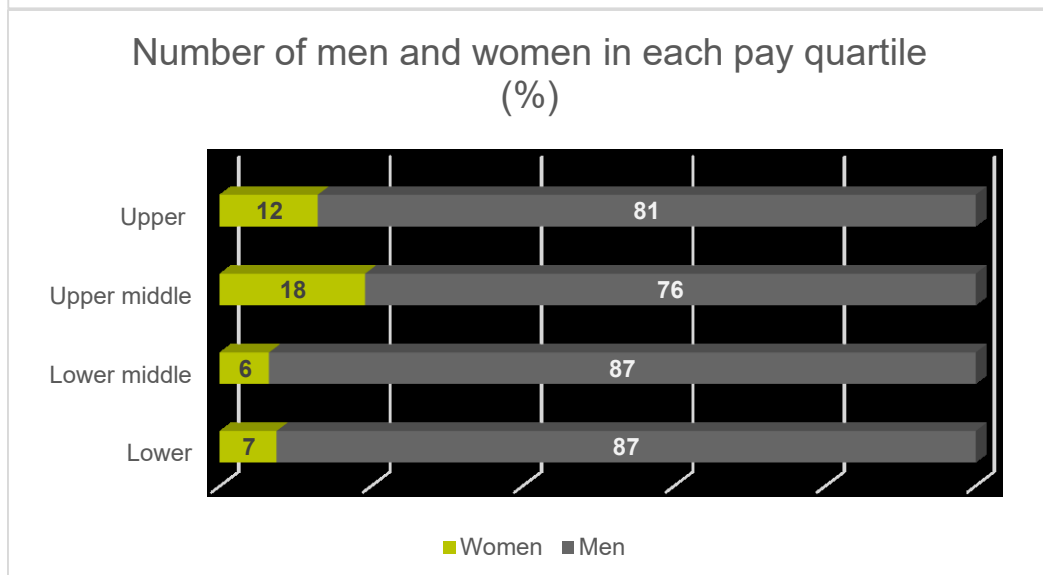
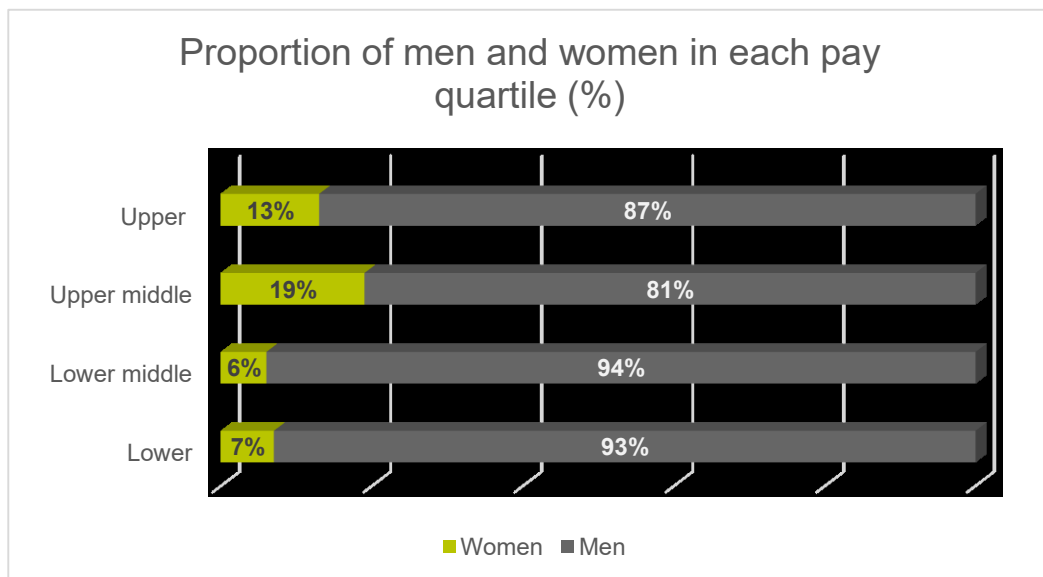


Gender pay gap data Autoneum GB Ltd: 2018/19 report

	Women's earnings are:
Mean gender pay gap in hourly pay	8.5% higher
Median gender pay gap in hourly pay	25.3% higher
Difference in mean bonus payments	26% lower
Difference in median bonus payments	30% lower
Proportion of men that received a bonus	3%
Proportion of women that received a bonus	5%



We collected the data on **5th April 2018** when the Company's workforce consisted of 43 women and 331 men.

The figures show that at Autoneum GB Ltd women are paid on average 8.5 % higher than men (the mean gender pay gap). They also confirm that for the median, women are paid 25.3% higher than men (the median gender pay gap).

Compared to 2017 the gender pay gap has increased with a positive outcome in both mean and median pay for women. In 2017, women were paid on average 3.9% higher than men, this has increased to 8.5% in 2018/19.

As with previous years, and in common with the automotive manufacturing sector as a whole in the UK, our organisation is predominately male.

This is reflected in all pay quartiles, however, as a proportion of the female workforce, 70% of all women employed by Autoneum GB Ltd are occupied in either "Upper" or "Upper Middle" pay quartiles. This is an increase of 7% when compared to 2017/18.

Taking action

When compared to the previous year's data, the pay gap information for 2018/19 is encouraging. Autoneum GB continues to operate as an equal opportunities employer and encourages diversity at all levels of the company, recognizing the competitive advantage a diverse and inclusive workforce brings to the organisation. Autoneum GB will continue to find ways to increase opportunities for all employees regardless of role and level and to identify ways that fit best with career and home life.

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.