

syncreon Automotive UK 2018 Gender Pay Gap Report

Overview

As syncreon Automotive UK employs more than 250 people it is required to publish details of its gender pay gap to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our headcount as at 5th April 2018 is 536. However, our analysis is based on 533 eligible workers and included in the calculation criteria. Our gender balance for those included in the calculations is as follows:

- Women: 128
- Men: 405

Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Pay gap	6%	6%
Bonus gap	-114%	0%

The above shows our overall mean and median gender pay gap based on hourly rates of pay as at the 5th April 2018. It also shows the mean and median difference between bonuses paid to males and females at syncreon Automotive UK in the year up to 5th April 2018.

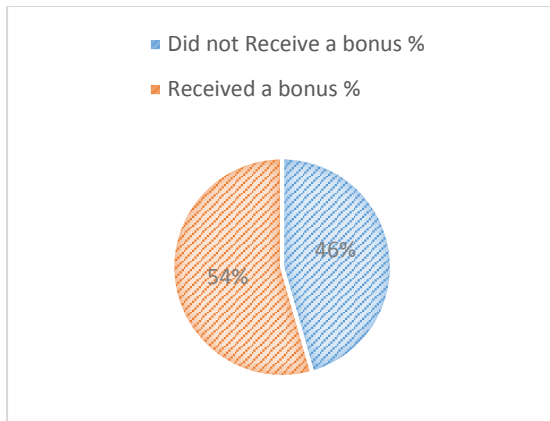
syncreon Automotive UK's mean pay gap is 12.1% lower than the last UK Gender Pay Gap reported in 2017 which was 18.1% across all industries.

When looking at our Pay and Bonus gap it is driven by the fact that there are more men than women in each of our pay quartiles. This ratio is not a result of our recruitment and selection policy.

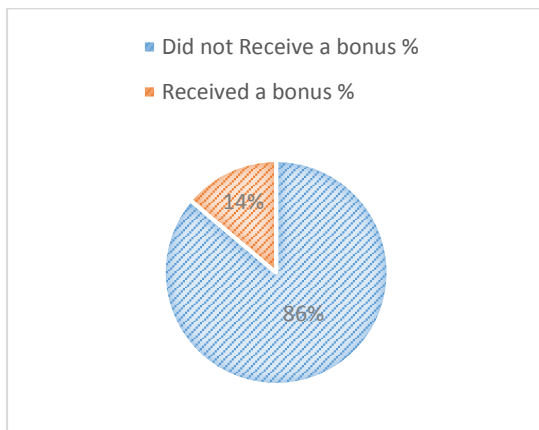
At Team Leader level and below all employees receive the same rate of pay for their job role regardless of their gender. For job roles above Team Leader level, salaries may differ but gender is not the differentiator. At syncreon we are confident that men and women are paid equally for doing equivalent jobs across our business where they are equally comparable.

Proportion of employees awarded a bonus during the calculation period

Male



Female



Bonus Eligibility

14% of the total female population are eligible for bonus and 54% of the total male population are eligible for a bonus. Within the overall population there are more males in job roles that are bonus eligible.

239 employees were paid bonuses within the calculation period to 221 males and 18 females. The breakdown of the bonus payments is as follows:

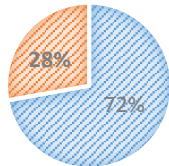
13 employees received a performance related bonus, 10 males and 3 females. The balance of the bonus payments relate to a Christmas Bonus paid equally to 211 males and 15 females.

All bonuses paid in the Company are gender neutral by design.

Pay Quartiles

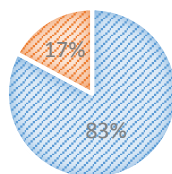
UPPER QUARTILE

- Proportion Males in Upper Quartile
- Proportion Females in Upper Quartile



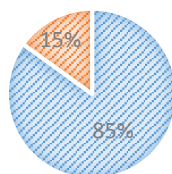
UPPER MIDDLE QUARTILE

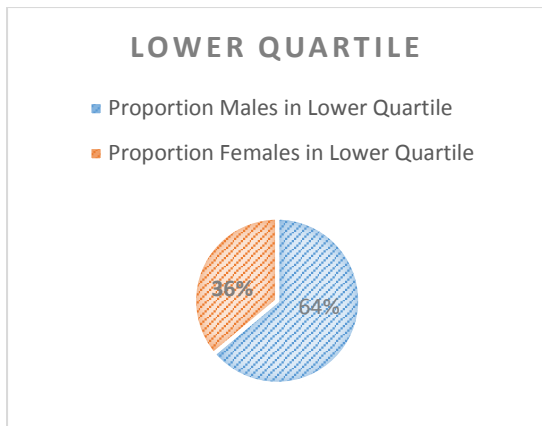
- Proportion Males in Upper Middle Quartile
- Proportion Females in Upper Middle Quartile



LOWER MIDDLE QUARTILE

- Proportion Males in Lower Middle Quartile
- Proportion Females in Lower Middle Quartile





Gender Pay Summary

As our data shows our mean gender pay gap is 6%, and we understand what is driving this, we acknowledge that there is work to do. We are committed to the principle of gender pay equality and need to look at steps we may be able to take to reduce or eliminate our gender pay gap.

We are confident that syncreon's gender pay gap is not a pay issue, we know this because our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce. In determining pay and reward for our employees we balance a number of factors, including the economic climate, company performance as well as the external market for the roles that we offer.

syncreon Automotive UK employs and promotes staff based on merit and regardless of any protected characteristic.

Work/Life balance is one of syncreon's Core Values and we offer our employees a range of flexible working options in support of this. These options include part-time working, job share, home working, flexi-time and we comply with statutory leave entitlements. Some of our employees choose these options where they can be facilitated.

We will be open and transparent with our employees about our gender pay gap and will encourage them to contribute ideas for ensuring the gender pay gap is reduced or eliminated in the future. Through our Employee Forums, we will encourage employees to raise issues that they believe contribute to gender inequality and we will work with them to break down barriers where they exist.

We are calling on other organisations we work with who supply syncreon Automotive UK with employees or workers to support us, where possible, in reducing or eliminating our gender pay gap.

I confirm that syncreon Automotive UK have prepared our 2018 gender pay gap results in line with mandatory requirements and the data reported is accurate.

Mike Valentine

Senior Vice President - HR