

## syncreon Automotive UK 2019 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 5<sup>th</sup> April 2019 is 464. However, our analysis is based on 390 eligible workers and included in the calculation criteria. Our gender balance for those included in the calculations is as follows:

- Women: 87
- Men: 303

### Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Pay gap	4%	7%
Bonus gap	-287%	0%

The above shows our overall mean and median gender pay gap based on hourly rates of pay as at the 5<sup>th</sup> April 2019. It also shows the mean and median difference between bonuses paid to males and females at syncreon Automotive UK in the year up to 5<sup>th</sup> April 2019.

syncreon Automotive UK's mean pay gap is 2% lower than reported in 2018. It is also 13.3% lower than the UK Gender Pay Gap reported in 2019, which was 17.3 % across all employees across all industries. The UK Gender Pay Gap has been declining slowly in recent years.

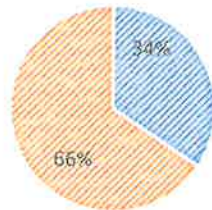
When looking at our Pay and Bonus gap it is driven by the fact that there are more men than women in each of our pay quartiles. This ratio is not a result of our recruitment and selection policy.

All employees below Team Leader level receive the same rate of pay for their job role regardless of their gender. For job roles at Team Leader level and above, 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

- Did not Receive a bonus %
- Received a bonus %



### Female

- Did not Receive a bonus %
- Received a bonus %



### Bonus Eligibility

11% of the total female population are eligible for bonus and 66% 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.

209 employees were paid bonuses within the calculation period to 199 males and 10 females. The breakdown of the bonus payments is as follows:

11 employees received a performance related bonus, 9 males and 2 females. The balance of the bonus payments relate to an annual Bonus paid in Wolverhampton, equally, to 190 males and 8 females.

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

## Pay Quartiles

### UPPER QUARTILE

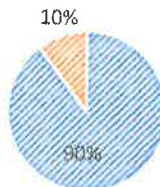
- Proportion Males in Upper Quartile
- Proportion Females in Upper Quartile



We saw a decrease in males by 1% and an increase in females by 1% in the Upper Quartile compared to 2018.

### UPPER MIDDLE QUARTILE

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



We saw an increase in males by 7% and a decrease in females by 7% in the Upper Middle Quartile compared to 2018.

### LOWER MIDDLE QUARTILE

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



We saw an increase in males by 2% and a decrease in females by 2% in the Lower Middle Quartile compared to 2018.

## LOWER QUARTILE

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



We saw a decrease in males by 1% and an increase in females by 1% in the Lower Quartile compared to 2018.

### **Gender Pay Summary**

As our data shows our mean gender pay gap is 4%, 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 2019 gender pay gap results in line with mandatory requirements and the data reported is accurate.

  
Andreas Guenther

**CHRO**