

syncreon Automotive UK 2020 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 2020 is 410. Our analysis is based on 23 eligible workers and, included in the calculation criteria. Our gender balance for those included in the calculations is as follows:

- Women: 9
- Men: 14

Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Pay gap	46%	72%
Bonus gap	98%	97%

The above shows our overall mean and median gender pay gap based on hourly rates of pay as at the 5th April 2020. 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 2020.

syncreon Automotive UK's mean pay gap is 42% higher than reported in 2019. It is 26.5% higher than the UK Gender Pay Gap, which was published on 3rd November 2020, by the Office for National Statistics as 15.5%, across all employees across all industries. The UK Gender Pay Gap is down 1.9% from 17.4% in 2019.

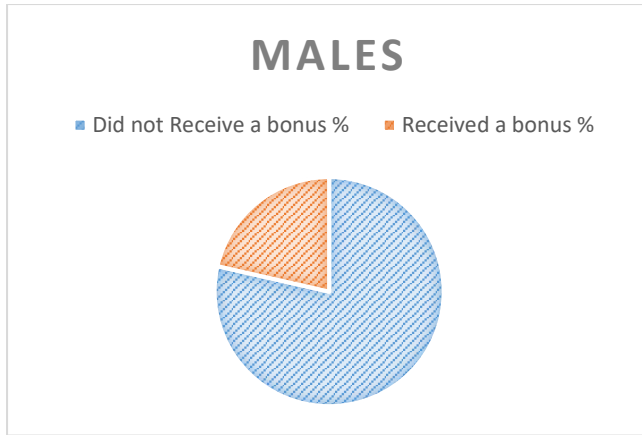
(The Office for National Statistics analysis was based on pay as at April 2020 so the impact of the pandemic and furlough was not reflected in the figures. There have been widely reported concerns that the pandemic has had a disproportionate impact on women's employment and earnings, with one survey predicting that the Gender Pay Gap may be set to double in 2021 due to the number of women either being furloughed or leaving employment altogether).

When looking at our Pay and Bonus Gap it is driven by the fact that there are more men than women in the upper pay quartiles and the lower pay quartile. Our 2020 Pay and Bonus gap is also impacted by the exclusion of 387 employees due to COVID related furlough in the calculation period. However, we have seen some positive movement with an increase in the number of females in the Upper Pay Quartiles and the Lower Middle Pay Quartile, where we now have a 50/50 split of males and females. The ratios are not, as a result, of our recruitment and selection policy.

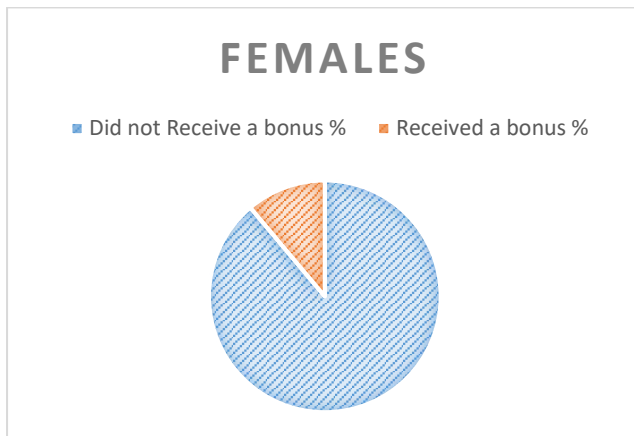
At syncreon, employees below Team Leader level receive the same rate of pay for their job role regardless of their gender. For job roles at Team Leader level and above, salaries may differ, but gender is not the differentiator. At syncreon we are confident that men and women are paid equally for doing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

Proportion of employees awarded a bonus during the calculation period

Male



Female

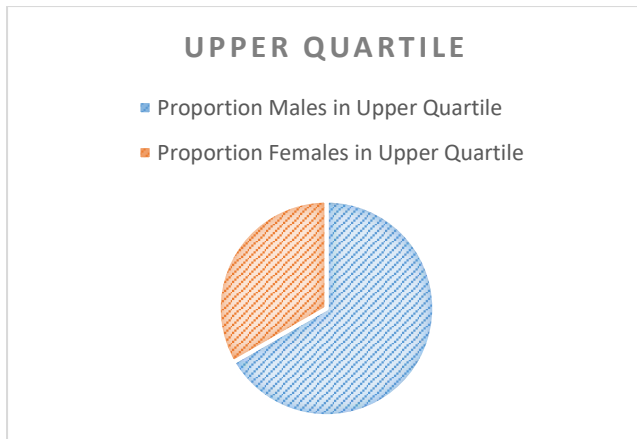


Bonus Eligibility

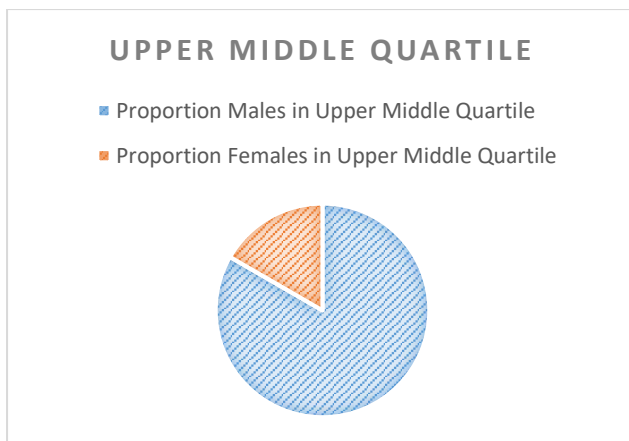
11% of the total female population were eligible for bonus and 21% of the total male population were eligible for a bonus. 4 employees were paid bonuses within the calculation period, 3 males and 1 female.

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

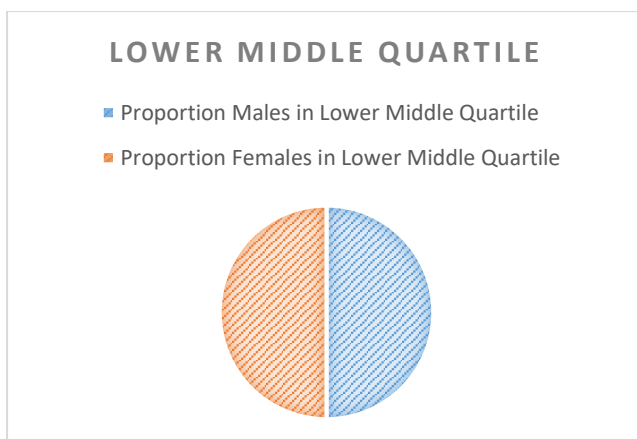
Pay Quartiles



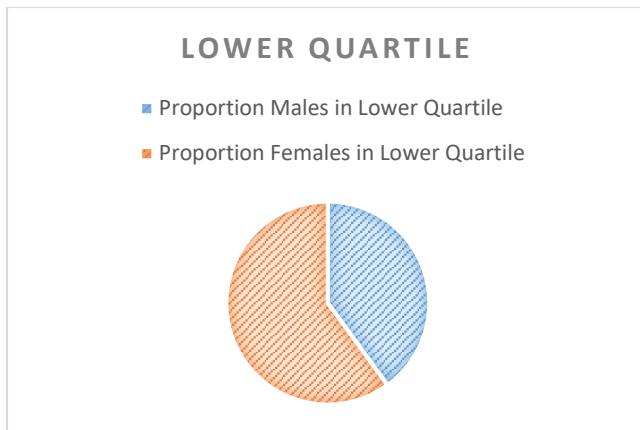
We saw a decrease in males by 4% and an increase in females by 4% in the Upper Quartile compared to 2019.



We saw a decrease in males by 7% and an increase in females by 7% in the Upper Middle Quartile compared to 2019.



We saw a decrease in males by 37% and an increase in females by 37% in the Lower Middle Quartile compared to 2019. We now have an equal split of males and females in this quartile.



We saw a decrease in males by 23% and an increase in females by 23% in the Lower Quartile compared to 2019.

Gender Pay Summary

We are committed to the principle of gender pay equality and need to continue 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 numerous 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 2020 Gender Pay Gap results in line with mandatory requirements and the data reported is accurate.

Andreas Guenther

CHRO

September 2021