

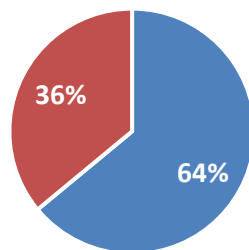
Introduction

In accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017, UK organisations employing 250 or more employees must publish gender pay gap statistics at the snapshot date.

Gender pay relates to the average earnings within a business across all jobs, levels and salaries. Gender pay gap reporting is not about equal pay for men and women doing the same jobs, this has been a legal requirement for many years. Although equal pay and the gender pay gap look at differences between women’s and men’s pay, they are two different issues and this needs to be remembered when reading this report.

Gender pay gap is a measure of the difference between men’s and women’s average earnings across an organisation. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men’s earnings. Having a gender pay gap does not automatically mean that there is an equal pay issue within an organisation. There are a number of reasons for a gender pay gap, for example, a gender imbalance in the different levels of roles or if particular types of role are dominated by a single sex; which is very much the case in the engineering sector. HydraForce is an equal pay employer, having regard to equal pay legislation and adhering to equal pay practices

Workforce Breakdown



■ Men ■ Women

The data was collected on **5th April 2019**. The proportion of male to female employees has not changed since we last reported.

Our Gender Pay Gap Data

- The mean gender pay gap is the difference between the mean (or average) hourly rate of men compared to the mean (or average) hourly rate of women, expressed as a percentage of the men’s figure
- The median gender pay gap is the difference between the median (or middle value) hourly rate of men compared to that of women

HydraForce is a global business, which is wholly owned by its US parent company. As such, various roles within the corporation have global responsibilities in their field of expertise and are appointed by the US parent company. A small number of UK employees hold such positions which typically, report into US senior leadership. As such, the remuneration of these individuals is commensurate both with those global responsibilities and reflective of other global roles within the corporation.

Mean & Median pay gap (%)

The **Mean** and **Median** hourly rates for all UK based employees, including those with global responsibilities are:



£9.69



£9.11

Our **mean** gender pay gap is 16.45%

Our **median** gender pay gap is 5.99%

When calculating our Gender Pay gap, excluding the global positions, a more accurate reflection of the UK workforce emerges as seen below:



£9.50



£9.10

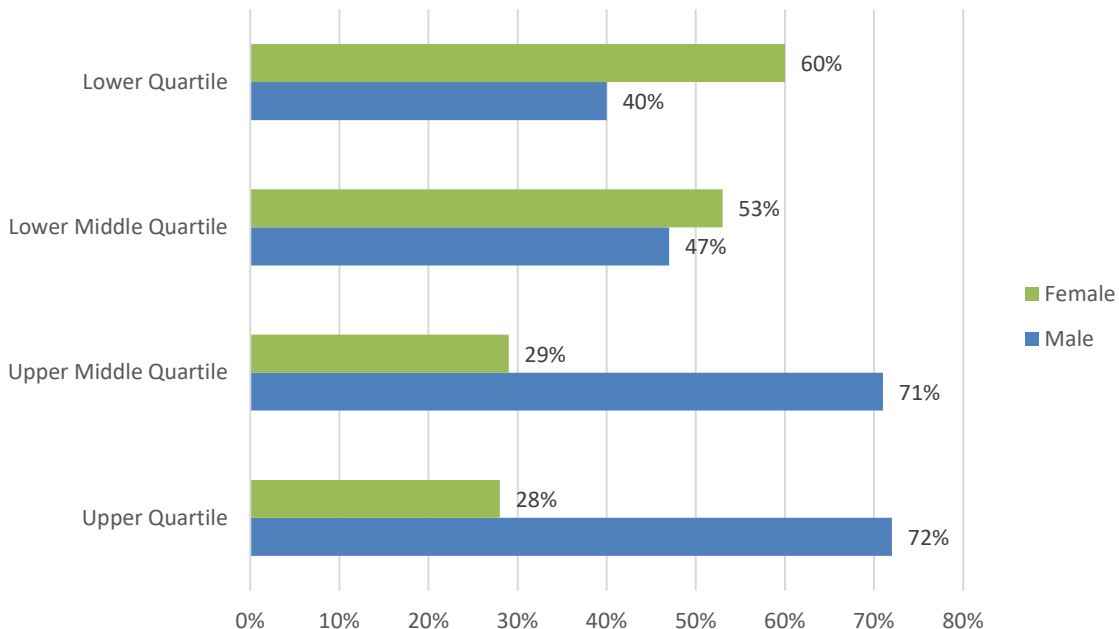
Our **mean** gender pay gap is 13.2%

Our **median** gender pay gap is 4.21%

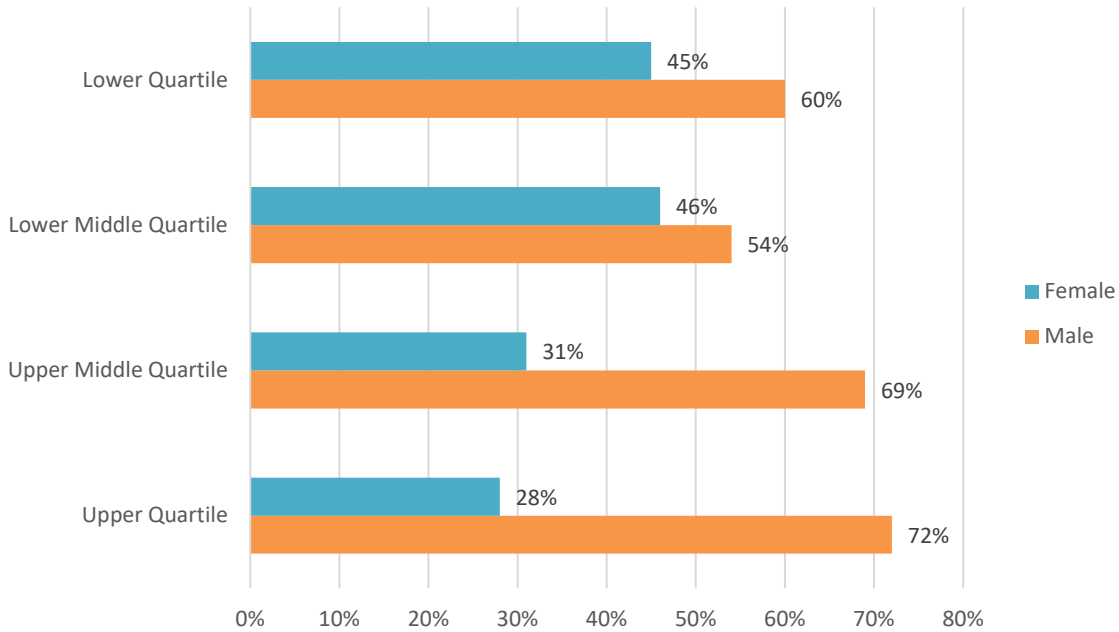
The mean gender pay gap between the hourly rate being paid to males and females has reduced by 4.04% overall since we first reported in 2017.

Proportion of men and women in each pay quartile (%)

All employees, including global:



Excluding global employees:



Bonus payments

No bonuses were paid during 2019.

Summary

Our Gender Pay Gap has increased marginally since 2018 (median by 2.99% and mean by 0.41%). However, this is lower than the 17.3% national gender pay gap in the House of Commons report dated January 2020 and remains significantly less at HydraForce than when reporting started in 2017, when our mean was 20.49%. Like other engineering businesses, we continue to face the challenge of attracting females. The IET 2019 Skills Survey estimates that 11% of the UK engineering and technical workforce overall is female, a figure unchanged since 2017, evidencing that challenge.

Overall, the numbers of females in the upper and middle quartiles have increased. The company continues to offer flexible working to all employees, including job sharing, to facilitate more flexible working opportunities and work life balance.

HydraForce is a member of the Employer Advisory Board of the GBS Institute of Technology, which is working with Further Education providers towards the creation of high quality, employer-led institutions specialising in providing higher level technical skills in the region. We also continue to work with local universities and schools where possible to raise awareness of our sector, hosting work experience to younger students and better help people who are starting their careers to understand the opportunities that a career in engineering can provide.

I confirm that the information contained in this statement is accurate.

Christine Tolley
Head of Human Resources