

Introduction

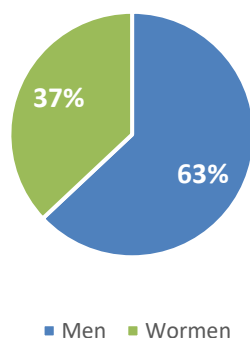
In accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017, UK organisations employing 250 or more employees must publish gender pay gap statistics at the snapshot date.

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

This report has been prepared following the restrictions on businesses imposed by the Covid 19 Pandemic.

Workforce Breakdown



The data was collected on **5th April 2020**. The proportion of female employees has marginally increased 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** hourly rates for all UK based employees, including those with global responsibilities are:



£13.50



£11.02

Our **mean** gender pay gap is 18.36%

Our **median** gender pay gap is 7.33%

When calculating our Gender Pay gap, excluding the global positions, these figures are adjusted as follows:



£13.70



£10.85

Our **mean** gender pay gap is 20.83%

Our **median** gender pay gap is 5.69%

In accordance with the regulations for reporting in 2020, we have further broken down our pay gap to exclude employees placed on Furlough under the Government's Job Retention Scheme due to Covid 19:



£16.54



£11.27

The **mean** gender pay gap is 31.89%

Our **median** gender pay gap is 8.15%

To complete this picture, the pay gap excluding the employees who were placed on Furlough under the Government's Job Retention Scheme due to Covid 19 and the employees with global responsibilities is:



£13.17



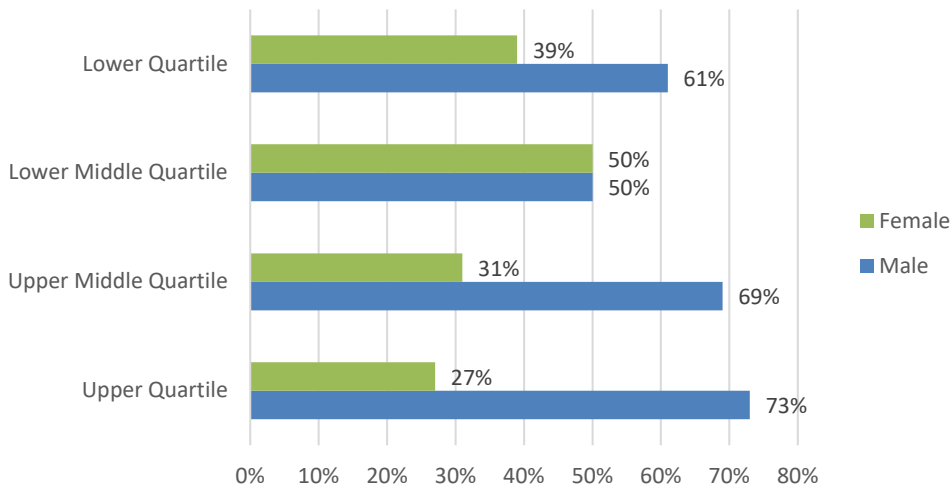
11.05

The **mean** gender pay gap is 16.15%

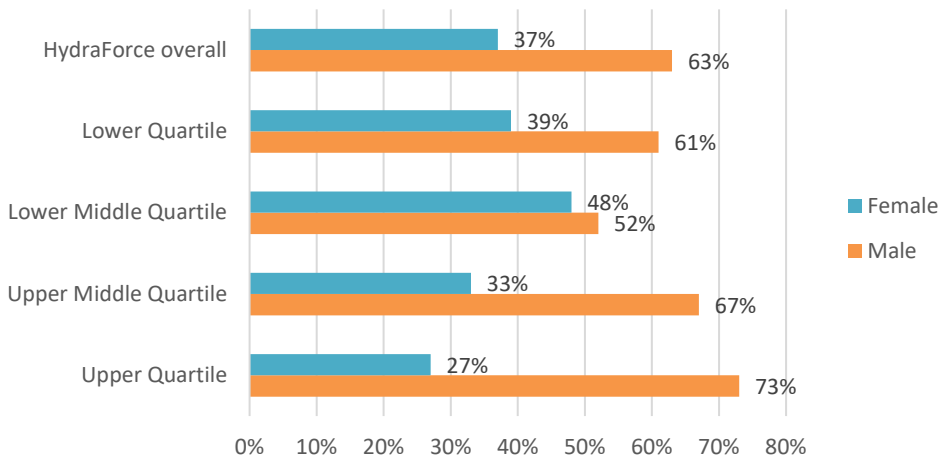
Our **median** gender pay gap is 7.71%

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

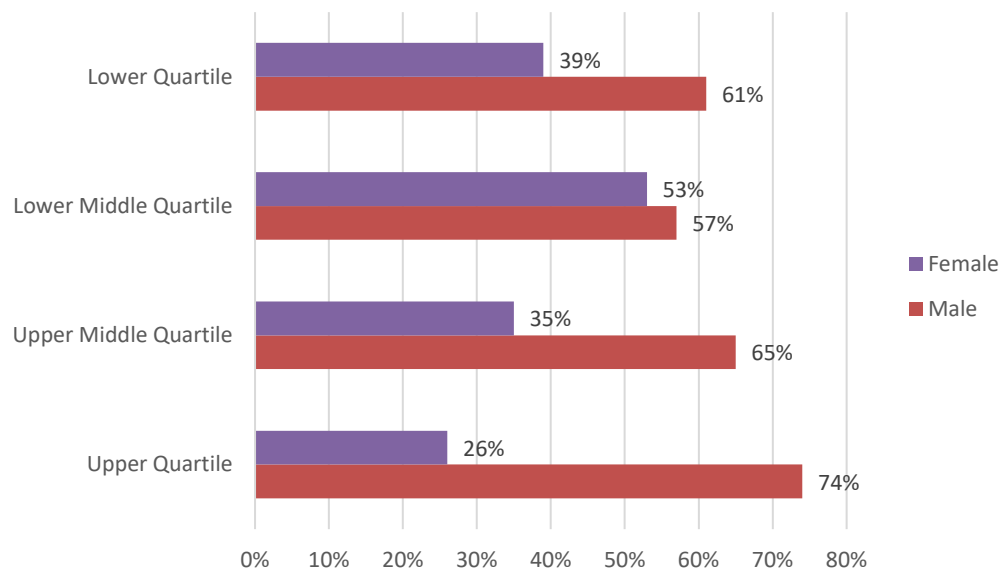
All employees, including global:



Excluding global employees:



Excluding employees placed on Furlough during the Coronavirus Pandemic:



Bonus payments

No bonuses were paid during 2020.

Summary

Our Gender Pay Gap has increased marginally over 2019 (median by 1.34% and mean by 1.91%). Like other businesses, the company focused on continuing to operate throughout the Covid 19 pandemic and supporting its employees so they could continue to work in a safe environment.

The number of females in the lower and middle quartiles increased once again over the previous year.

Recruitment was minimal, reducing the opportunity to attract females. Internally however, we continue to promote and develop skills where we can, and undertake fair and equitable recruitment processes. The overall headcount of the business reduced as we re-sized the business and undertook organisational redesign in some areas to strengthen and position the business for 2021 and the post-pandemic economy.

The company used the JRS and Furlough to support its employees, particularly those with caring responsibilities. Alongside this, throughout the pandemic, it continued to offer flexible working to all employees, including job sharing, to facilitate more flexible working opportunities and work life balance during a very challenging and difficult time for all.

HydraForce continues with its membership 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