

Gender Pay Gap Report 2021

Introduction

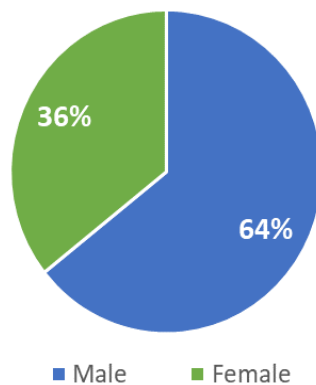
In accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017, UK organisations employing 250 or more employees must publish gender pay gap statistics at the snapshot date.

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



The data was collected on **5th April 2021**. 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:



£13.68



£11.63

Our **mean** gender pay gap is 15.02%

Our **median** gender pay gap is 1.70%

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



£13.02



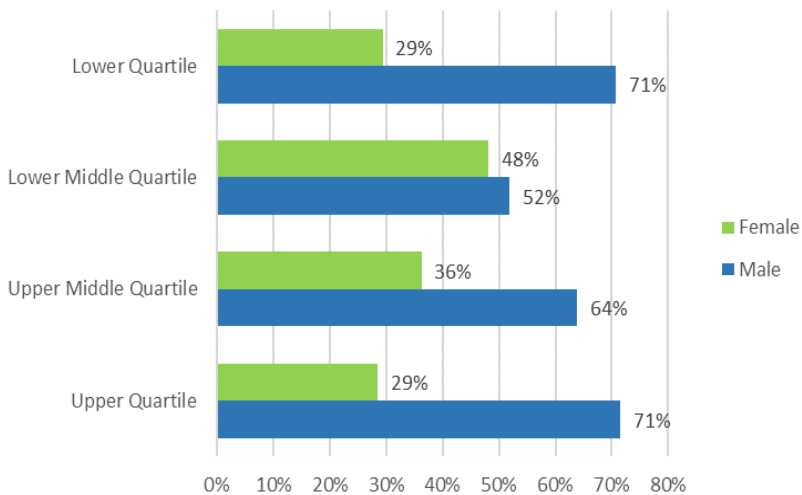
£11.36

Our **mean** gender pay gap is 12.78%

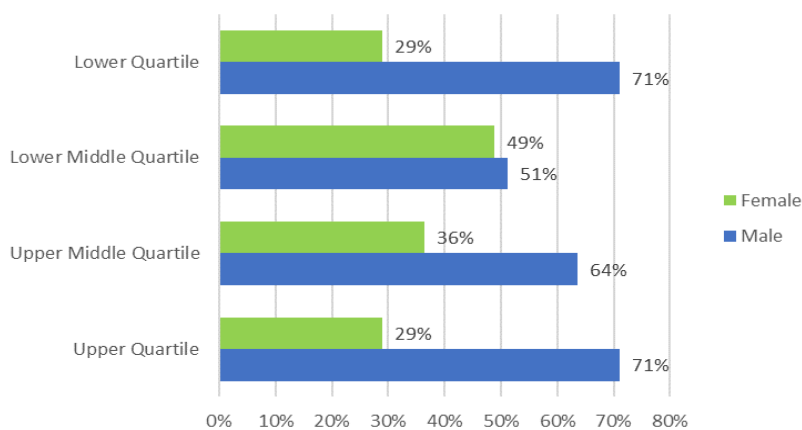
Our **median** gender pay gap is 4.14%

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

All employees, including global responsibilities:



All employees, excluding global responsibilities:



Bonus payments

No bonuses were paid during 2021.

Summary

Our Gender Pay Gap has decreased in the 12 month to 5th April 2021 (mean by 3.34% and median by 5.63%) and we have continued to see a 3 year trend reduction in the proportion of females in the lower and lower middle pay quartiles.

HydraForce Hydraulics Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Inclusivity and Diversity are actively promoted and the drive for greater inclusivity and diversity are included in the company strategy of HydraForce, both within the UK and across our global business.

We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). We continue to promote and develop skills where we can, and undertake fair and equitable recruitment processes.

Across the UK economy as a whole, the manufacturing and engineering sectors have traditionally been less attractive to females, leading to predominantly male working environments.

Men are also more likely than women to be in senior roles (especially very senior roles at the top of organisations) and also more likely to be in technical engineering roles, which attract higher rates of pay than other roles at similar levels of seniority.

The evaluation of our workforce shows that the proportion of males and females employed within the Company remained largely equal to 2020, whilst the gender pay gap is lower the previous year.

Recruitment opportunities improved in the 12 months to April 2021 as the economic environment recovered and the business was able to successfully navigate the ongoing challenges of the Covid-19 Pandemic.

This indicates that we are being successful in offering employment opportunities to more women and that gender is not an influencing factor in progressing thought the Company's pay structure.

HydraForce Hydraulics Ltd is therefore confident that:

- Its gender pay gap does not stem from paying men and women differently for the same or equivalent work.
- Rather its gender pay gap is the result of the numbers of men and women employed by the company, the ongoing challenges of attracting females into engineering environments and the salaries that these roles attract.

HydraForce continues to work with local schools and further educational establishments, alongside other organisations such as the Institute of Technology, to raise awareness of our sector, hosting work experience to younger students and to promote manufacturing and engineering as a career choice for young people of all genders, including the focus on engaging more females into the engineering and manufacturing sector.

Data Information

The Figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay data is taken from the pay period to 5th April 2021, Bonus payment data is based on actual payments made in the 12 months to 5th April 2021

I, Ian Trennan, Head of Human Resources, confirm that the information in this statement is accurate.



Ian Trennan
Head of Human Resources