

# **GENDER PAY REPORTING 2023**



WORKING FOR A SAFER AND LIGHTER CAR



# WHAT IS THE GENDER PAY GAP?

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

Gender Pay is different to equal pay which refers to men and women receiving the same pay for the same or comparable roles.

Gender pay looks at 6 calculations, 4 of which looks at mean and medium average. See below for more detail on how these are calculated

## MEAN

The **mean** gender pay gap is the difference in the average hourly pay for women compared to men.

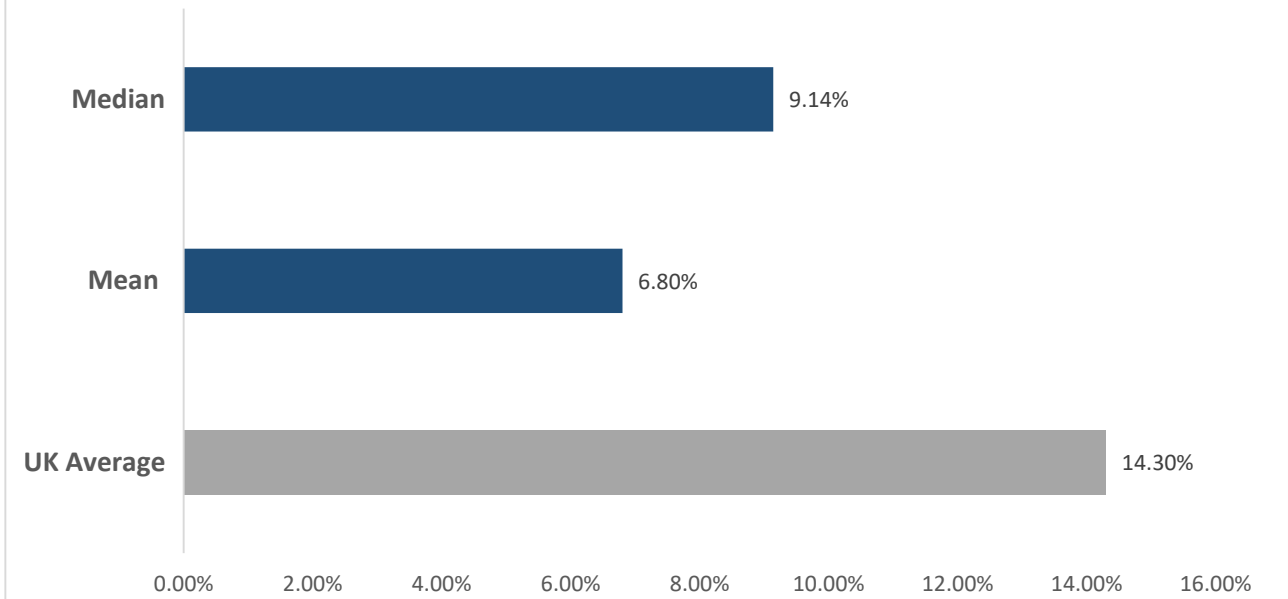


## MEDIAN

The **median** is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

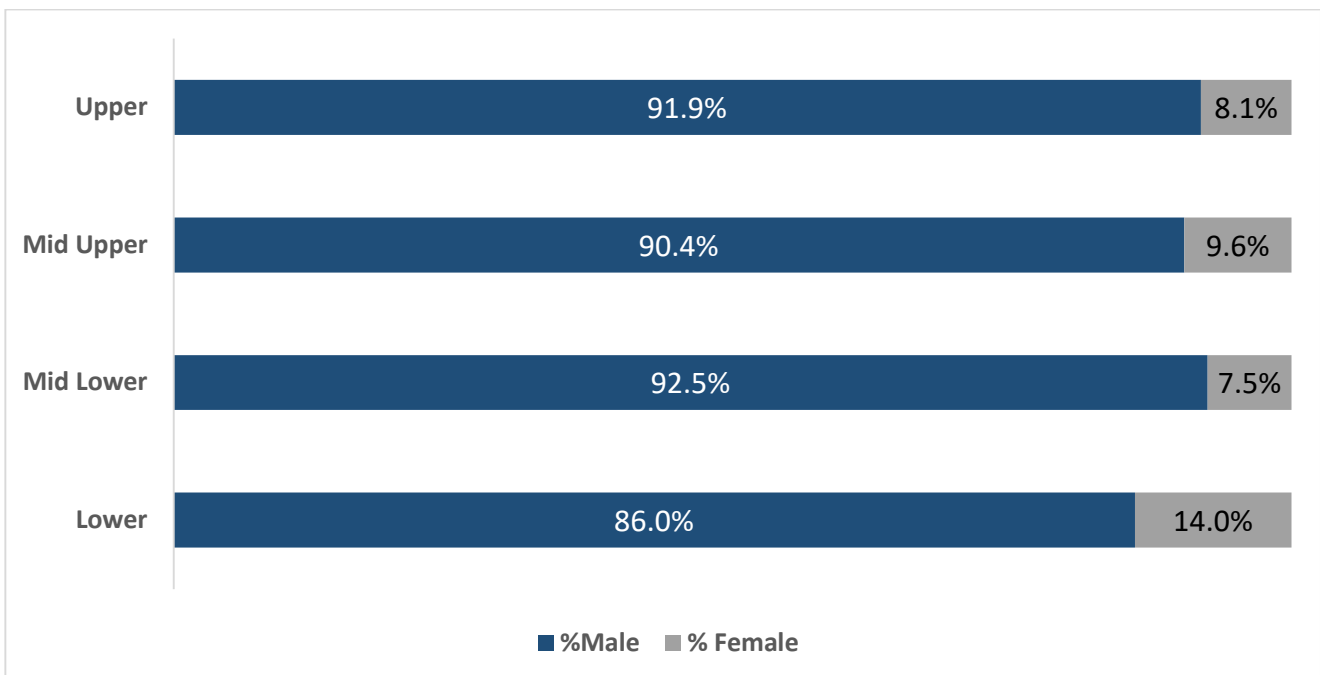


## GENDER PAY GAP RESULTS: Difference between Male & Female Employees



## PAY QUANTILES ACROSS UK WORKFORCE

Quartiles represent the distribution of men and women in four equal groups from lowest to highest pay. The proportion of men and women falling into each quartile is shown below.

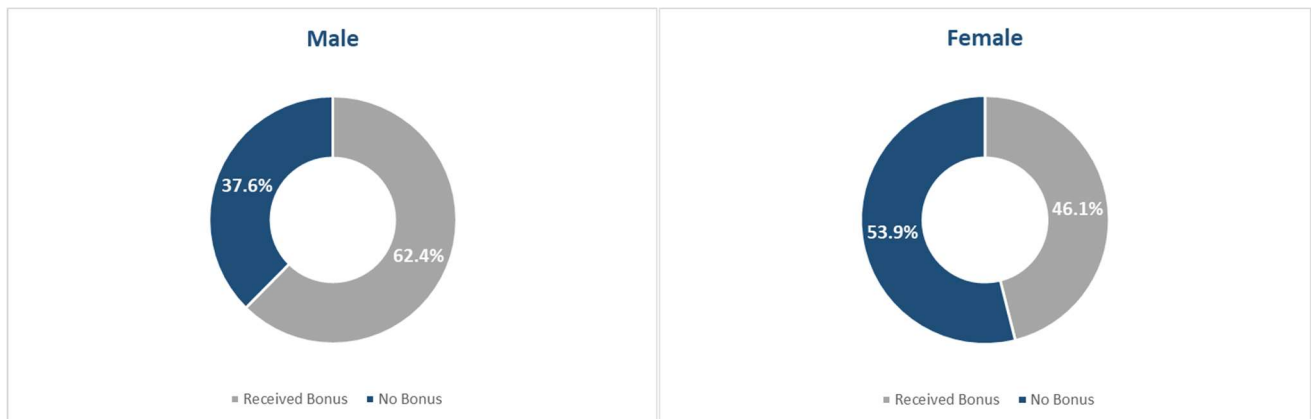


## GENDER PAY BONUS GAP:

Difference between Male & Female Employees

	Mean	Median
Bonus Gap	<b>9.67%</b> (Male Higher)	<b>0.00%</b> (No Difference)

## PROPORTION OF EMPLOYEES RECEIVING BONUS



# OUR GENDER PAY GAP RESULTS

Gestamp Tallent Limited's Gender Pay Report results for 2023 are mainly guided by the relatively low proportion of female employees within its workforce. During the reporting period the makeup of Gestamp Tallent's workforce was around 90% male and 10% female. This reflects the gender distribution in both the application pool for open positions and the gender distribution in technical and engineering roles in the UK, particularly in the sector the company operates in, which is predominantly engineering, welding, and pressing.

Gestamp Tallent Limited actively promotes applications from women seeking engineering positions by collaborating with UTCs and other educational institutions. Gestamp Tallent Limited encourages programmes like "women in engineering" and "engineering days" to increase awareness of engineering vocations and opportunities for women.

For 2023 Gestamp Tallent Limited's Gender Pay results show an increase in the proportion of women in the majority of pay quartiles. There has also been a reduction in both the mean and median difference in pay between male and female employees. The bonus calculations show an increase in the proportion of both men and women receiving bonuses, but a higher mean bonus for male employees.

About 80% of the employees of Gestamp Tallent Limited are subject to a pay grade system that was decided upon jointly with our trade union partners. This means the wages paid to both men and women are equal. The pay of other roles is decided using current market rates. In order to assure objective assessment for employment and advancements within our business, Gestamp Tallent Limited uses occupational ability assessments from market-leading firms in all of our recruitment efforts in order to remain objective.

## Declaration

I can confirm the gender pay gap data contained in this report is accurate.



Mark Pearson, UK HR Manager

