

GENDER PAY REPORTING 2024



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.

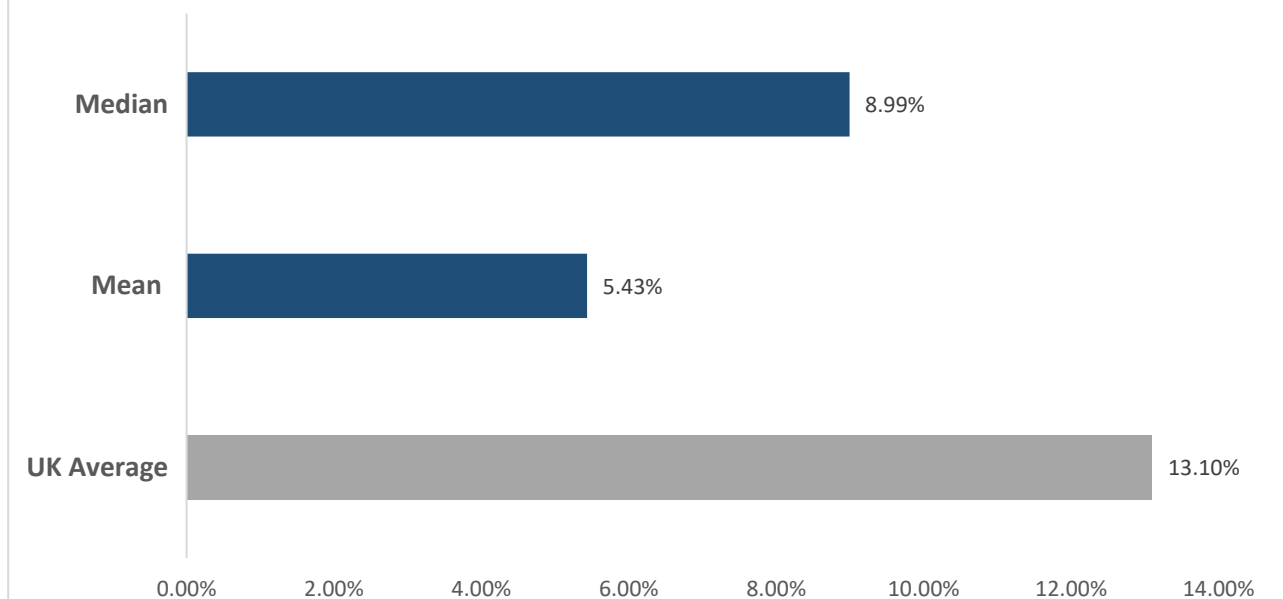


MEDIAN

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.

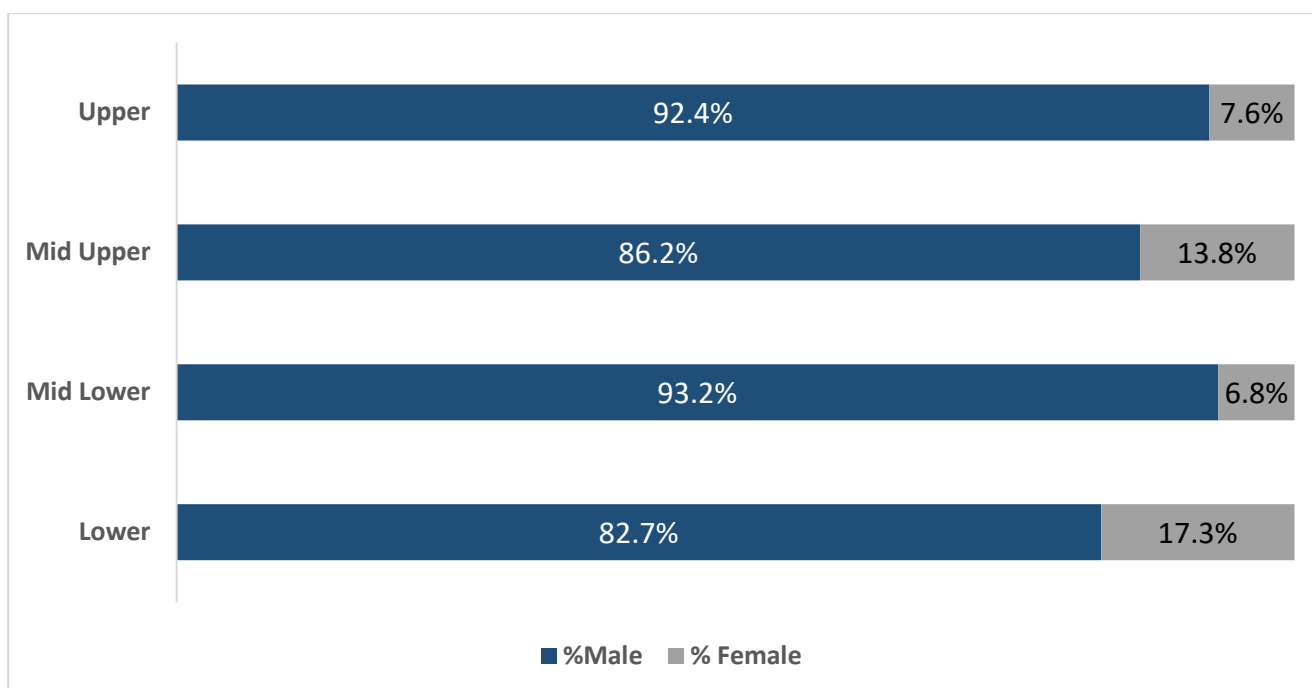


GENDER PAY GAP RESULTS: Difference between Male & Female Employees



PAY QUARTILES 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.

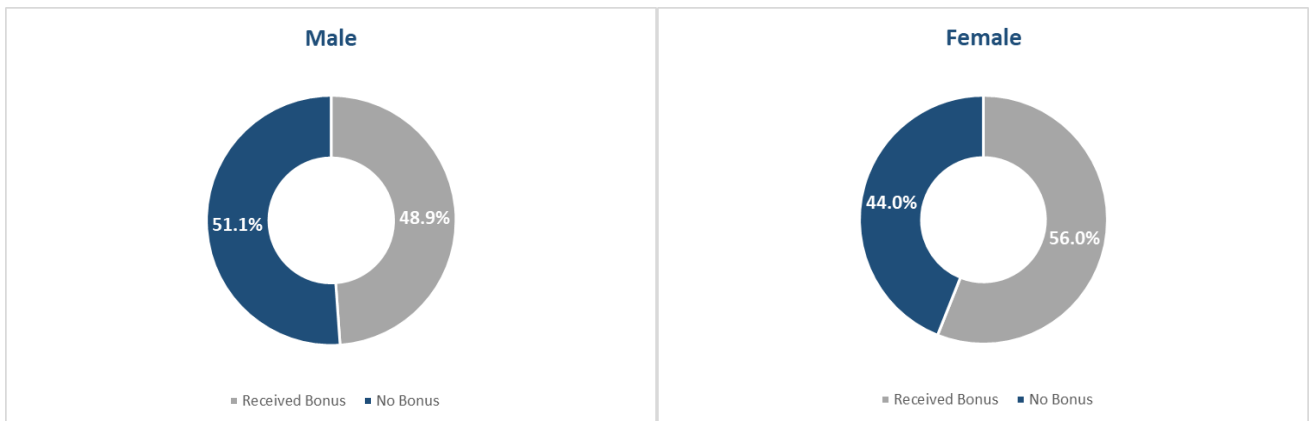


GENDER PAY BONUS GAP:

Difference between Male & Female Employees

	Mean	Median
Bonus Gap	46.91% (Male Higher)	0.00% (No Difference)

PROPORTION OF EMPLOYEES RECEIVING BONUS



OUR GENDER PAY GAP RESULTS

The results of Gestamp Tallent Limited's Gender Pay Report for 2024 are mainly guided by the relatively low proportion of female employees seen within its workforce, which was around 12% during the reporting period. 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 continues to actively promote applications from women seeking engineering positions by working with UTCs and various other educational institutions. Gestamp Tallent Limited encourages programmes like "women in engineering" and "engineering days" to increase awareness of engineering vocations and promote opportunities in the industry for women. The company also regularly attends careers events to help promote opportunities in engineering and the automotive industry to all students.

For 2024 Gestamp Tallent Limited's Gender Pay results show a reduction in both the mean and median difference in pay between male and female employees, which puts both significantly below the UK average for 2024. The results also show an increase in the proportion of female employees receiving a bonus, with an increase of roughly 10%. The results show a gap in the mean bonus between male and female employees which is due to proportion of female employees within the workplace, particularly within the upper salary quartile. Gestamp Tallent Limited have seen an overall increase in the female proportion of the workforce last year.

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

