

The Barden Corporation (UK) Ltd is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5th April 2017.

What are the underlying causes of The Barden Corporation (UK) Ltd's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The Barden Corporation (UK) 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. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- reviews pay and benefits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure

The Barden Corporation (UK) 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 roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of The Barden Corporation (UK) Ltd's workforce, where the line manager and senior manager roles are held by men. This can be seen in the chart on the right depicting pay quartiles by gender. This shows The Barden Corporation (UK) Ltd's workforce divided into 4 groups based on hourly pay rates, with 14.8% of women in the upper quartile. While the highest proportion of women is in the lowest quartile at 59.8%.

How does The Barden Corporation (UK) Ltd's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and The Barden Corporation (UK) Ltd's gap is comparable to that of the average organisation in the UK economy.

The mean gender pay gap for the whole economy (according to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 18.1%. At 18.3%, The Barden Corporation (UK) Ltd's mean gender pay gap is only slightly above the average for the whole economy. Also when taken into context with the male dominated engineering sector that Barden operates within, it is favourably comparable.

The median gender pay gap for the whole economy (according to the 2016 figures) is 9.4%. At 15.1%, The Barden Corporation (UK) Ltd's median gender pay gap is higher than that for the whole economy.

What is The Barden Corporation (UK) Ltd doing to address its gender pay gap?

While The Barden Corporation (UK) Ltd's gender pay gap is 0.2% above the average for the UK economy, it is committed to doing everything that it can to reduce the gap, whilst recognised that its scope to act is limited in some areas. It has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make. The Barden Corporation (UK) Ltd has already taken steps to promote gender diversity in all areas of its workforce, which include the following:

- Forming links with schools and universities to promote careers in engineering for both genders
- Flexible working policy – very few applications are rejected

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In addition labour turnover at The Barden Corporation (UK) Ltd is low, and this coupled with a consolidation of our headcount levels means that changes in the demography of the company will take time.

In the meantime, The Barden Corporation (UK) Ltd is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

In the coming year, The Barden Corporation (UK) Ltd is also committed to: **Creating an evidence base:** to identify any barriers to gender equality and inform priorities for action, which will include:

- Identifying the proportion of men and women applying for jobs and being recruited
- Identifying the proportion of men and women applying for and achieving promotions
- Identifying the proportion of men and women leaving the organisation and their reasons for leaving
- Recording the number of men and women in each role and pay band and undertaking formal pay and benefits audit
- Engaging with local organisations, such as the Plymouth Manufacturing Group and regional companies that have a lower gap, to share best practice
- Engaging with female employees to identify and support development for promotion or horizontal moves into previously male dominated roles
- Offering mentoring programmes to educate employees on how to negotiate promotion

Any further initiatives launched during the year will be recorded on the company intranet.

Pay difference between women and men:

All Schaeffler (UK) Ltd employees at 05.04.2017

The mean gender pay gap for The Barden Corporation (UK) Ltd is:	18.3%
The median gender pay gap for The Barden Corporation (UK) Ltd is:	15.1%
The mean gender bonus gap for The Barden Corporation (UK) Ltd is:	39.2%
The median gender bonus gap for The Barden Corporation (UK) Ltd is:	8.7%

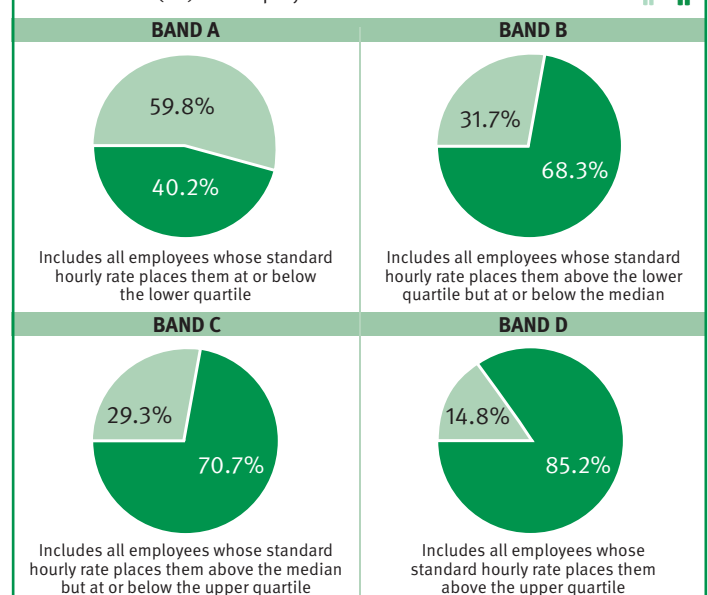
Proportion of UK employees receiving a bonus:

In the 12 months preceding 05.04.2017



Pay quartiles by gender:

All Schaeffler (UK) Ltd employees at 05.04.2017



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

I, **Jonathan Everett**, Managing Director, confirm that the information contained in this statement is accurate.

SIGNED

DATE

29.03.2018