

UK Gender Pay Report 2021 - The Barden Corporation (UK) Ltd

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

This is its report for the snapshot date of 5th April 2020.

What are the underlying causes of The Barden Corporation's gender pay gap?

The Barden Corporation has a clear policy of paying employees equally for the same and equivalent work, reviews pay and benefits at regular intervals and evaluates job roles and pay grades to ensure a fair structure.

We are confident that the clear published gender pay gap does not stem from paying men and women differently for the same, or equivalent, work. Rather its gender pay gap is a result of the roles in which men and women work within Barden and the salaries that these roles attract.

While many of the causes of the gender pay gap relate to employment itself, and to the nature of work and working patterns, many other factors originate outside the workplace. These are derived from stereotyped gender roles and cultural prejudices regarding the role of men and women.

We have made some progress with reducing the mean gender pay gap since the last report in 2019 by 3.9% and this is due to the following reasons:

- Increase in number of flexible working requests accommodated by the company for a better work life balance.
- Higher number of female employees employed at a more senior level.
- Increase in number of male Apprentices resulting in a reduction of the overall male average salary.
- A change in company ownership in June 2019 which saw a reduction in males and the only female at senior management level which would have helped to reduce the gender pay gap.

What is the Barden Corporation doing to address its gender pay gap?

There is currently a project due to start in January 2022 to benchmark salaries against other local manufacturing companies across the board. We believe this will further address any gender pay gaps. This project was due to commence in October 2019, however, due to the limited resource in the HR department, followed by the Coronavirus pandemic, it was put on hold due to the increased workload associated with the pandemic and the lack of availability of employees due to shielding/furlough.

The Barden Corporation has reduced the mean gender pay gap from 23.5% to 19.6% which is a positive result, however, we need to maintain and encourage more females into the business which has predominantly been a male dominated environment historically. We have set a target to recruit more female apprentices across all areas of the company.

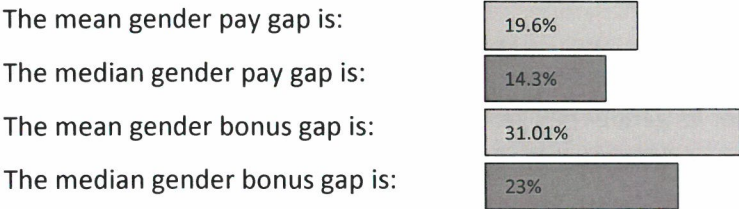
Investment in training for our female members of staff to meet succession planning objectives have been planned for the next 12-18 months.

Again, the reduced HR resource, Coronavirus and the first lockdown have also impacted on our ability to take part in STEM activities with local schools to encourage more females to work towards a career in engineering. We are hoping this will be kick-started again in 2022.

By the very nature of Barden’s business being manufacturing, which mainly attracts male workers into higher skilled jobs due to the lack of females having the same skill sets, women continue to fill our lower skilled, more junior roles.

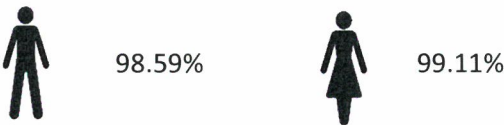
Pay difference between women and men:

All Barden Corporation (UK) Ltd employees at 05.04.2020



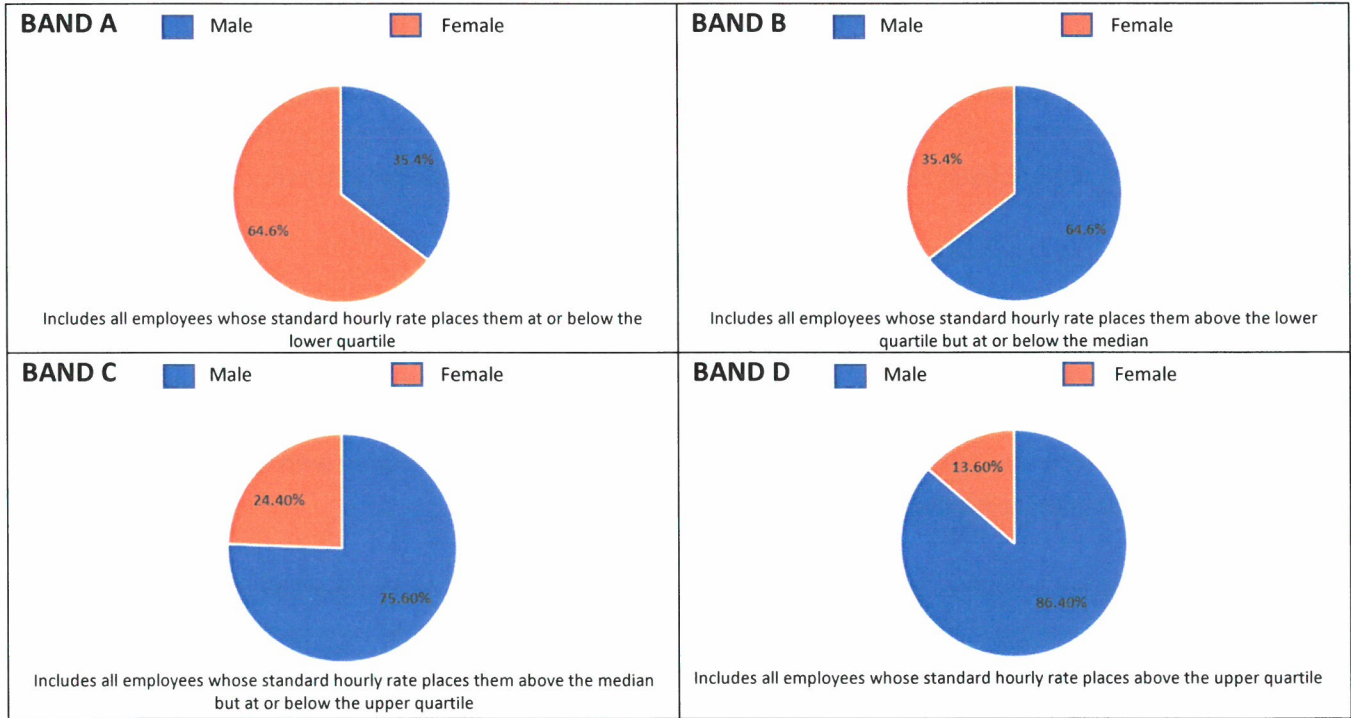
Proportion of UK employees receiving a bonus:

In the 12 months preceding 05.04.2020



Pay quartiles by gender:

All Barden Corporation (UK) Ltd employees at 05.04.2020



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

I, Graham Young, Head of Finance, confirm that the information contained in this statement is accurate.

SIGNED:

DATE: 05.04.2020