

## **Gender pay gap report April 2020**

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive the same pay for carrying out the same tasks, or equivalent work. The gender pay gap is a simple average figure for all employees within the Glenair UK workforce, irrespective of the job they do.

In line with reporting guidelines, the data reflects payments made in April 2020. The figures include the hourly rate for each relevant employee as defined by the legislation. This includes base salary and other allowances, as well as both individual and company performance based bonuses received over the previous 12 months.

The statistics required by legislation tell only a basic story. Glenair UK Ltd's gender pay gap stems from factors that are common with other businesses that have an engineering and manufacturing bias. Historically, these type of companies have a significantly higher proportion of male employees. Couple that with the fact that Glenair has a track record of providing long and stable careers, which is a positive aspect of corporate life, but has led to senior management comprising of more men than women.

Women's hourly rate is	
33.9%	27.8%
LOWER	LOWER
(mean)	(median)

Women's bonus pay is	
58.3%	23.8%
LOWER	LOWER
(mean)	(median)

Who received bonus pay	
92.1%	88.7%
OF MEN	OF WOMEN

**Pay quartiles** (How many men and women are in each quarter of the employer's payroll).

Upper quartile	
89.0%	11.0%
MEN	WOMEN

Upper middle quartile	
41.1%	58.9%
MEN	WOMEN

Lower middle quartile	
33.6%	66.4%
MEN	WOMEN

Lower quartile	
26.5%	73.5%
MEN	WOMEN

Encouraging young women to see science, technology, engineering and mathematics (the so-called STEM subjects) as a future career path has been recognized as a critical requirement for the UK government to address, and is actively supported by Glenair. However, it should also be recognized that due to the structural and cultural changes required to achieve the goal of attracting a more balanced workforce, it may take many years to eradicate the gender pay gap.

For our part we are committed to ensuring that all employees are treated fairly and consistently, and that no employee is treated adversely due to gender, nationality, ethnicity or age. We will continue to promote internal progression within the company, and will ensure that this process is based solely on merit and ability, not gender or any other characteristic. Likewise, for external recruitment opportunities we will ensure those responsible for the recruiting process are suitably trained to ensure appointments are made solely on merit and ability, not gender or any other characteristic.