

**UK Gender Pay Gap
FY 2022/23**



What is the Gender Pay Gap Report?

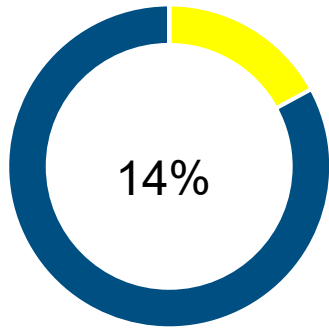
It is now a mandatory requirement that all UK companies with over 250 staff have to publish and report on their gender pay gap. While Ensinger UK group does not currently have over 250 staff we report on Gender pay gap anyway for transparency and good practice.

Gender pay is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

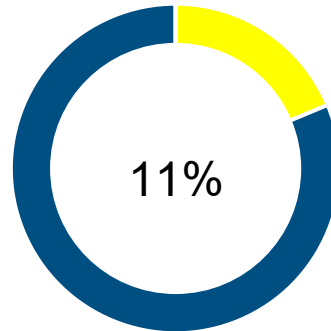
The gender pay gap is the difference between average earnings of men and women, expressed relative to male earnings. For example: a pay gap of 20% would mean that on average across the whole workforce, men earn 20% more than women per hour.

Gender pay reporting involves six specific calculations to show the difference in average earnings of men and women in the company. The calculations are based on payroll information recorded which must be reported before 4th April 2023 for the preceding 12 month period.

Mean Pay Gap



Median Pay Gap



Gender pay gap - hourly pay (earned in 12 months preceding 4 April 2023)

The figures to the left show the difference between the mean (average) and median (mid point) hourly pay of all male and females across the Ensinger UK Group, irrespective of their role, and expressed as a percentage of male employees' pay.

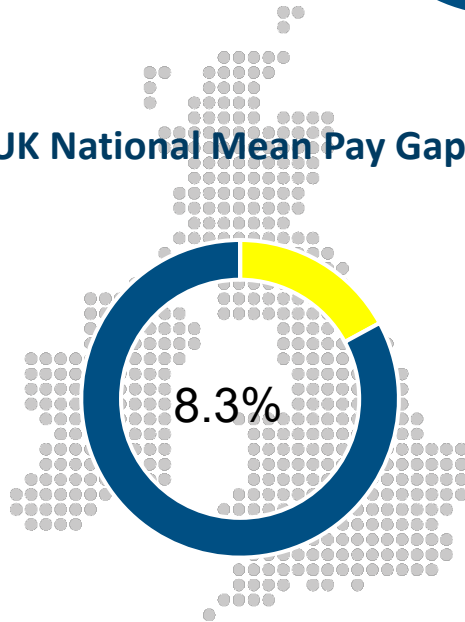
The main reason that we have a gender pay gap is because we employ more than 2.5 times men to women.

This trend is not unusual in manufacturing and specifically engineering which draws more males to apply and want to work in this sector than women. Recruitment within warehousing and also more skilled engineering roles results in predominately all male applicants.

This has been historical through the years that Ensinger has been in operation in the UK, which has naturally resulted in progression for males within the company into the most senior positions.

When recruiting externally for senior level positions, it has resulted in mainly all male applicants. This links therefore to the mean and median pay gap difference as all the Company's senior roles are held by men.

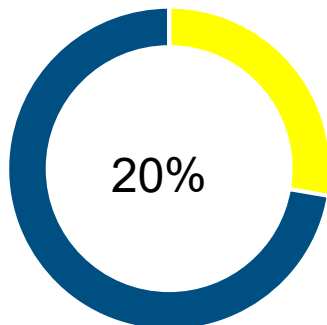
UK National Mean Pay Gap



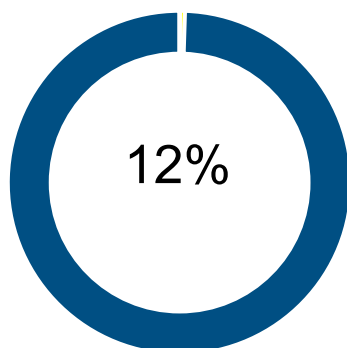
Bonus gender pay gap

(earned in 12 months preceding 4 April 2023)

Mean Bonus Gap



Median Bonus Gap



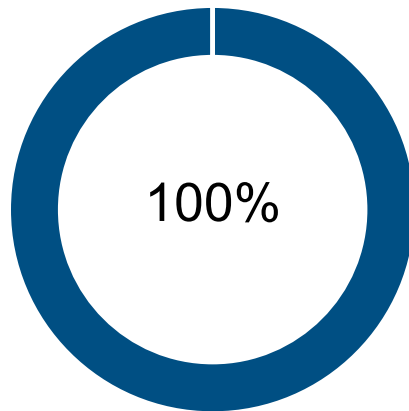
The figures to the left show the difference between the mean (average) and median (mid point) bonus pay of all male and females across the UK.

The reason that we have an average bonus gap of 20% is because we have no women in senior management positions and fewer women in roles that attract higher levels of pay where the scale of the bonus potential is greater.

As previously described this is due to the challenges that we face in recruiting females from engineering and manufacturing backgrounds.

The Median Bonus Pay Gap similarly is also higher for men, albeit at a reduced rate than the mean bonus gap, which again signifies the greater proportion of males in more senior positions due to the nature of the industry and profile of applicants and whereby bonus payments are linked to performance and calculated based on salary level (with women and men on the same salary level receiving the exact same bonus)

Employees who receive a bonus



Proportion of employees who receive a bonus

(earned in 12 months preceding 4 April 2023)

There is a committed equal opportunity approach from the Company that all employees are able to benefit from the Company's bonus calculations. As a result, the proportion of female employees receiving a bonus is exactly the same as male employees.

Our Results – Distribution of Employees



Pay Distribution	Women	Men
Upper Quartile	19%	81%
Upper Middle Quartile	14%	86%
Lower Middle Quartile	47%	53%
Lower Quartile	30%	70%

The figures to the left show the gender distribution across the Ensinger Group in the UK, in four quartiles based on pay banding.

The results show that there is a greater proportion of males than females in the Upper Quartile (81% v 19%), though this has improved since 2022 where the ratio was 83% : 17% respectively, and the highest proportion of females in any of the quartiles is within the Lower Middle Quartile (47%) – previously Lower quartile in FY 21/22.

There are significantly more males than females across our company, with males making up 70% (PY 76%) of the entire workforce. This is a reflection of the industry that we work in and this has resulted in the most senior positions being held by men.

There are however a number of management positions held by women within the company which is reflected within the 19% (growth of 2% year on year) of Upper Quartile figure.



The gender pay gap shown within the Ensinger Group calculations, demonstrates that male employees receive a higher average pay rate. This is largely through them being under represented at our most junior levels and overrepresented in the most senior or highly paid roles.



Outside of senior management positions, we do have a number of women in key management positions across the Company. We are proud that a number of women in these roles have been progressed and developed into these positions during the course of their employment with Ensinger.



We also have a fair balance of men and women undertaking the same positions within our Sales teams across the UK, to which both genders are paid at the same rates for undertaking the same positions.



Overall we are confident that we do pay fairly and equally for people in similar jobs and there are a variety of reasons that we have some gender imbalances. We will moving forward, be reviewing these results further, gathering more knowledge on the subject and considering how we can improve the imbalance to ensure that there are no barriers in job opportunities for either gender anywhere within the Ensinger Group.

Reporting on this subject has been an important step forward in putting the spotlight on where we have gender imbalances, and help assist us in understanding what is driving it and most importantly what we can do to improve it.

Ensinger Group Limited believes that through understanding and improving our perspective on gender differences, it will help us to:



Recruit and retain the best employees

Create a positive work environment

Inspire our employees

Assess how talent is maximised and rewarded