

Introduction

In accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017, any UK organisation employing 250 or more employees must publish gender pay gap statistics. Gender pay relates to the average earnings within a business across all jobs, levels and salaries.

Gender pay gap reporting is not about equal pay for men and women doing the same jobs, this has been a legal requirement for many years. We are confident that within HydraForce, men and women are paid equally for doing the same job.

When reporting, companies have to provide data in six different ways:

1. The mean gender pay gap
2. The median gender pay gap
3. The mean gender bonus gap
4. The median gender bonus gap
5. The proportion of men and women who received bonuses
6. The number of men and women according to quartile pay bands

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees)

Our Gender Pay Gap Data

We collected our data on 5th April 2017, at which time our workforce consisted of 144 women (35%) and 271 (65%) men. Initial reporting shows:

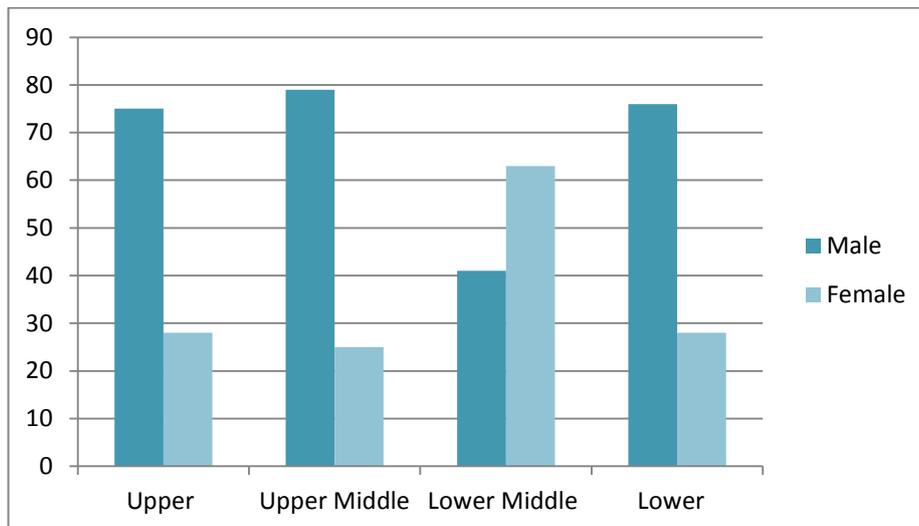
	Women's earnings are:
Mean gender pay gap in hourly pay	20.49% lower
Median gender pay gap in hourly pay	13.5% lower

It should be noted, that some of our senior executives within the UK business hold global roles, to which they were appointed by our US parent company. These positions have responsibility for our global markets and typically, report into the Office of the President or other senior departments within our US parent company. Accordingly, the remuneration of these individuals is commensurate with those global responsibilities and the pay structure adopted by our US parent company.

When calculating our Gender Pay gap, without taking those positions into consideration, a more accurate reflection of the UK workforce emerges:

	Women's earnings are:
Mean gender pay gap in hourly pay	16.22% lower
Median gender pay gap in hourly pay	13.46% lower

Proportion of men and women in each pay quartile (%)



Bonus payments

The company did not pay any bonuses during the year leading up to April 2017 to any employees.

Summary

The average hourly pay of males within HydraForce is higher than that of females. This is primarily because we have a higher percentage of men in more senior positions, both at executive level and also in other areas of the business.

In common with many other engineering companies, we are aware that our industry sector has predominantly appealed and attracted a much higher number of males than females. The IET 2017 Skills Survey estimates that 11% of the UK engineering and technical workforce overall is female, dropping to 8.8% within manufacturing.

Addressing the balance

Our female population of 35% as at April 2017, showed a small increase over 2016 when we employed 33% women. Additionally, the management team of the UK business is made up of 60% male and 40% female.

The company has successfully introduced the practice of job sharing, particularly within the production environment, to facilitate more flexible working opportunities. Currently of the employees who work flexibly, 62% are female, compared with 38% male.

HydraForce also offers a Childcare Voucher Scheme operated under salary sacrifice to maximise contributions.

At HydraForce we are committed to attracting an inclusive and diverse workforce. Our recruitment practices, for both internal and external vacancies, encourage applications from any candidates and decisions are taken based on a combination of skills and experience.

We are working on initiatives which include working with local universities and schools where possible to raise awareness of our sector, to better help people who are starting their careers to understand the opportunities that a career in engineering can provide.

I confirm that the information contained in this statement is accurate.



Christine Tolley
Head of Human Resources

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