

Gender Pay Gap Report

April 2020

Introduction

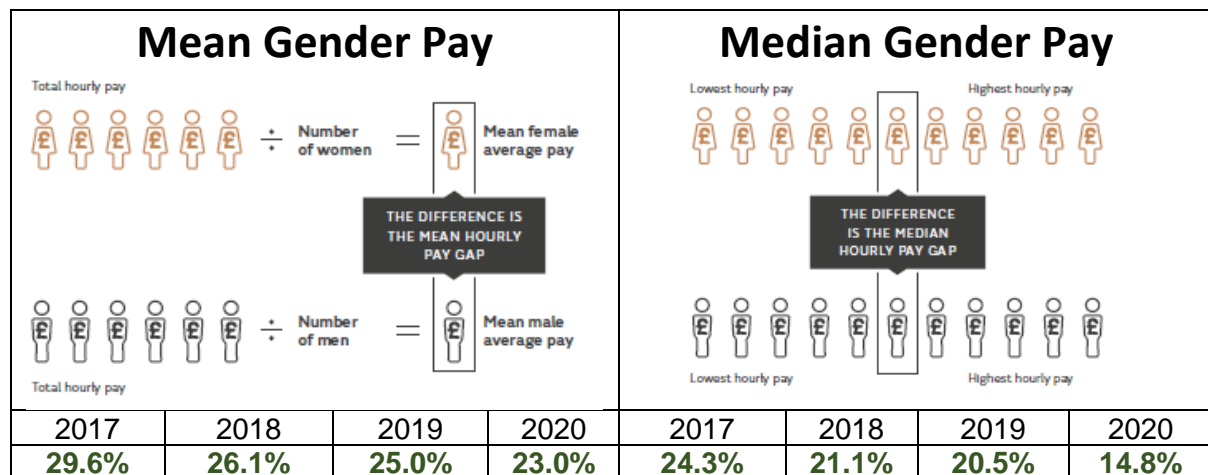
Since 2017 UK-NSI have been required to report our Gender Pay, and 2020 was no different. In March 2020 the impact of Covid-19 meant that majority of our employees were furloughed due to the demand for our products decreasing worldwide. The Company made the decision to retain employees on full pay during this period (therefore the gender pay report was not affected), and thankfully we were able to start Manufacturing again in May 2020 and we gradually increased employees back into the workplace with the Covid restrictions in place.

The below figures are as at the snapshot date, 5th April 2020.

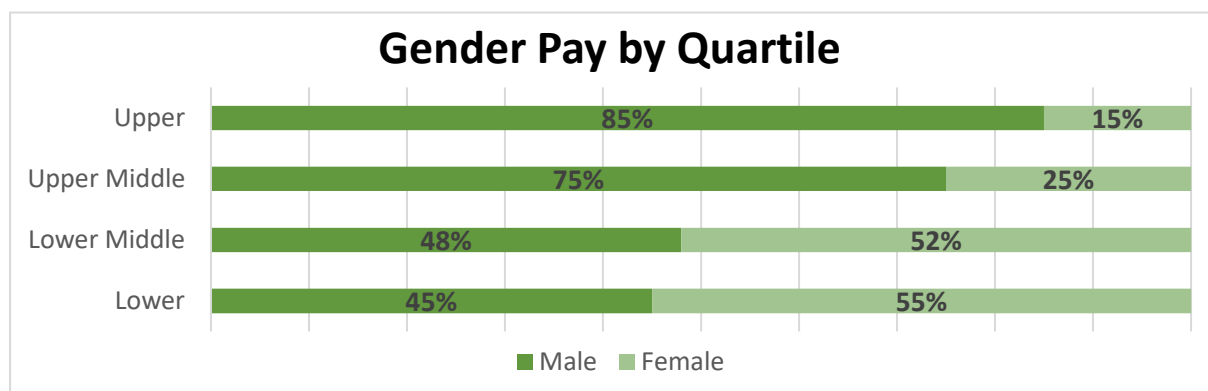
Gender Pay Gap Figures

UK-NSI Mean and Median Hourly Gender Pay Gap

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees receive.



Proportion of Males and Females in each Quartile Band



This chart shows the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles.

Why do we have a Gender Pay Gap?

We continue to have a gender pay gap, and we believe this to be because of an imbalance of male and female employees across the Company as we employ more males (63%) than females (37%). However, since the last report in 2019 the percentage of females employed has increased by 2%.

One of the main reasons for this imbalance is due to the sector we operate in, and the historical profile of employees who have opted for a career in Engineering / Manufacturing.

Our turnover also remains low, for yet another year. Which means that recruiting new employees into the business is restricted.

We have continued to promote from within the Company, and from April 2019 – March 2020 we promoted 16 people into higher positions, of which 7 were female.

UK-NSI Commitment to Gender Balance

We are committed to ensuring that our employees are treated fairly in all respects regardless of gender, nationality, ethnicity, disability and sexual orientation.

Retention

Our low labour turnover rate may mean that fewer opportunities arise to recruit new employees, however it is a positive reflection on the way UK-NSI treat their employees. Where possible we employ practices that retain women, as well as men, and we offer flexibility to working patterns to suit both the employee and Company.

Development

We will encourage women to apply for promotion and to undertake training that might lead to their development within our Company and help to achieve further growth in representation. Employees are promoted, or progress based on merit and their desire to take on new challenges. We have a growing number of women in engineering, managerial and other technical roles, which we will continue to encourage.

Recruitment

When recruiting we will look to attract the best people to work for UK-NSI by recruiting from the widest possible talent pool. We will monitor and review our methodology to ensure that we have diversity within our applicants.

Declaration

I confirm the information and data reported is accurate as of the snapshot date, 5th April 2020.



Peter Cunningham
Head of Human Resources and Compliance