

Gender Pay Gap Report

April 2021

Introduction

There have been many changes within the Company since we first published the Gender Pay Gap in 2017. The report for 2021 is based on 212 employees which is below the threshold for reporting, therefore this is a voluntary report.

This gender pay report is a snapshot date as at the 5th April 2021.

Gender Pay Gap Figures

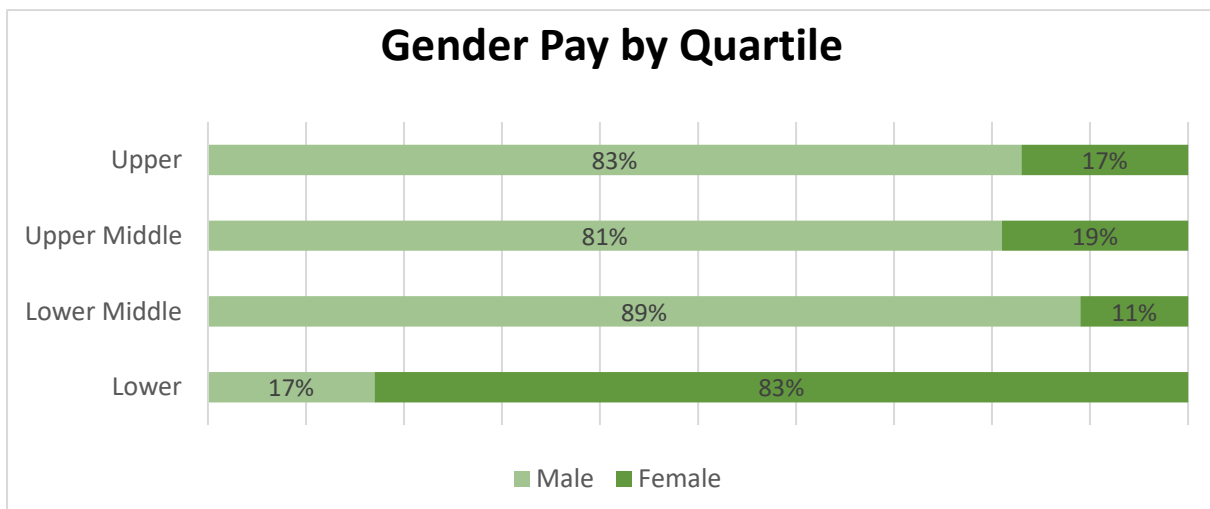
UK-NSI Mean and Median Hourly Gender Pay Gap

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

Mean Gender Pay				
The mean average involves adding up all of the hourly pay rates and dividing the result by how many entries were in the list.				
2017	2018	2019	2020	2021
29.6%	26.1%	25.0%	23.0%	18.5%

Median Gender Pay				
A median average involves listing all employees by hourly pay in numerical order from smallest to largest, and taking the middle number from the list.				
2017	2018	2019	2020	2021
24.3%	21.1%	20.5%	14.8%	10.6%

Proportion of Males and Females in each Quartile Band



The above 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?

The most recent change we have seen is the re-organisation and transfer of employees to the Nippon Seiki (Europe) B.V. Shared Services. This has had a big impact on our gender pay gap as the roles transferred were mainly from Management, Engineering and other ancillary staff roles, which meant a number of the higher paid females were transferred. This shows in the number of females now present in the Upper Middle and Upper quartiles.

There was also a redundancy in the Summer of 2020 due to decrease in production and the impacts of Covid where 46% of the total number of redundancies were female employees, and they practically all applied for voluntary redundancy.

Our workforce is now predominately production direct employees. Our lower and lower middle quartiles are made up of the direct production roles, the upper middle is predominantly the direct support roles, and the upper quartile is Team Leader, Maintenance Engineers and Management roles.

The decrease shown in the mean and median gaps shows that although we do have a gap, this is significantly reduced which is down to the fact that as a Company we are committed to paying employees doing the same job, the same rate of pay. The gap comes in the upper middle and upper quartiles in Management and Engineering roles where pay is based on market rate, experience, qualifications and other external factors.

We do still have an imbalance of male and female employees across the Company as we employ more males (67%) than females (33%). Our headcount for reporting purposes has reduced quite significantly from 354 employees in 2020, to 212 in 2021. 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.

UK-NSI Commitment to Gender Balance

Promotion and Development

During the year we have promoted 11 employees into higher positions, of these 4 were female. Of the 4 we promoted into Manager positions 2 of these employees were female. Employees are promoted, or progress based on merit and their desire to take on new challenges. We will continue to 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.

Recruitment

During 2020-21, and because of the impacts of Covid permanent recruitment was frozen. However, we do utilise a lot of temporary labour. Pre-Covid we would offer temp to perm contracts, however this was also frozen. When we do recruitment, we aim to get the best people by recruiting from the widest possible talent pool.

Declaration

I confirm the information and data reported is accurate as of the snapshot date, 5th April 2021.



Peter Cunningham
Head of Human Resources and Compliance