

UK-NSI CO., LTD. GENDER PAY GAP

April 2017



Introduction

The Gender Pay Gap shows the difference in average pay between men and women across the whole organisation. It does not measure equal pay, which relates to what men and women are paid for doing the same, or similar jobs, or work of equal value.

UK-NSI are already committed to equality of employment for all and accept that a diverse workforce is good for our business. UK-NSI are also committed to ensuring that our employees are treated fairly in all respects regardless of gender, nationality, ethnicity, disability and sexual orientation.

The below figures are as at the snapshot date, 5th April 2017.

Gender Pay Gap Figures

Mean and Median Hourly Gender Pay Gap



Proportion of Males and Females in each Quartile Band

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male (Icon)	53%	47%	80%	91%
Female (Icon)	47%	53%	20%	9%

Understanding the Gap

The Gender Pay Gap within UK-NSI is primarily due to a hierarchical imbalance (people in more senior positions earn more) within the organisation related to the following factors;

- We employ more men (68%) than women (32%) across the Company. We also have more men in senior positions 91%, who have higher levels of pay.
- Our pay gap is not an equal pay issue, men and women are paid equally for doing equivalent jobs across the Company.
- Historically women have not entered engineering and manufacturing careers in the same numbers as men and this occupational segregation has affected the numbers of women in UK-NSI and thereby their potential earning levels within an engineering / manufacturing company.
- Low employee turnover within UK-NSI has not provided the opportunity to recruit, or progress more women into engineering, technical, or managerial positions that are higher earning roles.
- Societal pressures related to child rearing, care and gender stereotyping has often limited the opportunity for women reaching more senior and higher earning roles.

UK-NSI Commitment to Gender Balance

Through our recruitment process we continually strive to attract the best people to work for UK-NSI and monitor and review our methodology to ensure that we have diversity within our applicants.

UK-NSI are committed to encouraging men and women to fulfil and achieve their potential. We are aware of the imbalance in pay and encourage women to apply for promotion and to undertake training that might lead to their development.

Over the past 5 years we have seen a growth in the number of women within our management and technical teams and we will endeavour to achieve further growth in representation.

We will continue to ensure that employees are paid fairly and equally for the job that they do regardless of gender.

People are promoted, or progress based on merit and their desire to take on new challenges. We have a growing number of women entering engineering, managerial and other technical roles, which we will continue to encourage.

Although a low labour turnover rate means potentially fewer opportunities for movement within the organisation, we do seek to employ practices that retain women and offer flexibility.

Declaration

I confirm the information and data reported is accurate as of the snapshot date, 5th April 2017.



Peter Cunningham
Head of Human Resources and Compliance