

Gender Pay Gap Report

April 2019

Introduction

Since 2017 UK-NSI Co. Ltd have published an annual gender pay gap report. We are confident that the men and women in our Company are paid equally for doing the same job, however there is a greater proportion of men than women within the Company which creates our gender pay gap.

We remain committed to equality of employment for all and believe that a diverse workforce is good for our business. UK-NSI are 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 2019.

Gender Pay Gap Figures

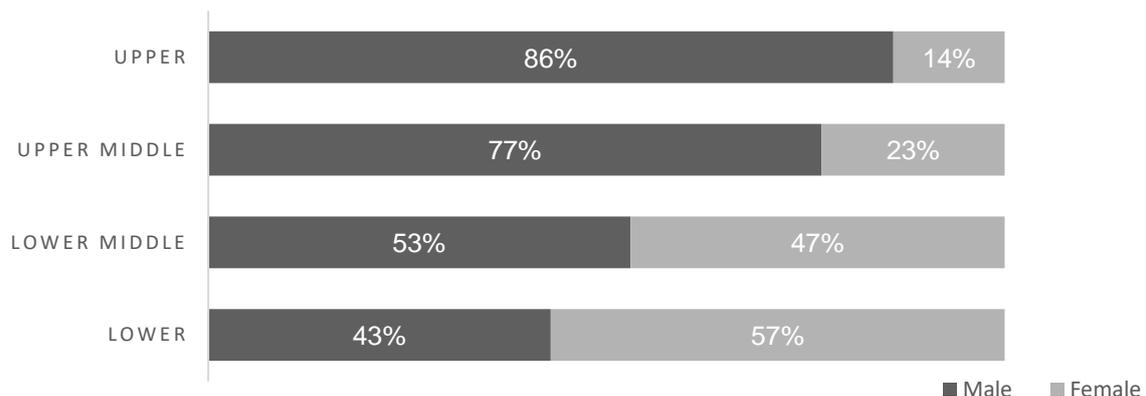
UK-NSI Mean and Median Hourly Gender Pay Gap

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 the average value of numbers in a set.			MEDIAN the middle number		
2017	2018	2019	2017	2018	2019
29.6%	26.1%	25.0%	24.3%	21.1%	20.5%

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, however it has decreased year on year. This is a result of a policy where we prioritise internal promotion and recruitment. The number of females now present in the upper middle and upper quartiles has increased year on year.

We do still have an imbalance of male and female employees across the Company as we employ more males (65%) than females (35%). This ratio has remained the same between 2018 and 2019.

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.

Another factor which remains unchanged over the years since looking at the gender pay gap is our continuing low employee turnover. This means that we have fewer opportunities to recruit, or progress women into engineering, technical, or managerial roles. We have where possible promoted internally and this has resulted in the increase in the number of females in all but one of the quartiles.

UK-NSI Commitment to Gender Balance

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.

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.

Declaration

I confirm the information and data reported is accurate as of the snapshot date, 5th April 2019.



Peter Cunningham
Head of Human Resources and Compliance