**GKN Driveline Birmingham Limited**

UK Gender Pay Gap Report 2021

GKN Automotive embraces diversity within all areas of its business and recognises the need to treat all employees fairly and equitably in order to create a motivated and high-performing workforce. Accordingly, GKN Driveline Birmingham operates an inclusive environment in which each and every employee has the opportunity to develop skills and talents aligned with their own personal objectives while contributing to the future sustainability and success of the business.­­­­

**Pay difference between men and women for employees in the UK based on data as at**

5th April 2021.

|  |  |
| --- | --- |
| Mean gender pay gap | 10.7% |
|  |  |
| Median gender pay gap  | 0% |
|  |  |
| UK’s National gender pay gap  | 15.5% |
| *Source: Office of National Statistics 2020* |

Based on the government’s methodology, the data shows a median gender pay gap of 10.7% in favour of men. Unlike “equal pay”, which refers to pay relativities between men and women performing the same or similar work, the gender pay gap reflects the difference in overall average/median pay across a whole organisation, and thus reflects both pay levels across all employees, and the demographic spread of men and women across different levels of the business.

**Bonus difference between men
and women in the twelve months preceding**

5th April 2021.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Mean | Median |  |
| Bonus | 41.8% | -4.4% |  |
|  |  |  |  |
| Proportion of employees receiving bonus |
| Men | 99% | Women | 86% |

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Received a bonus %

Did not receive a bonus %

GKN Driveline Birmingham Limited, Chester Road, Erdington, Birmingham, B24 0RB

Declaration:

We confirm that the information and data reported is accurate and in line with the UK Government’s Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Ian Lycett**

Director GKN Driveline Birmingham Limited

Lower

quartile

Lower-middle quartile

Upper-middle quartile

Upper
quartile



**Pay quartiles**

The charts on the right show the gender distribution in four equal sized hourly paid quartiles, each consisting of 130 employees.