

GKN Driveline Birmingham Limited

UK Gender Pay Gap Report 2020

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 613 employees in the UK based on data as at 5th April 2020.

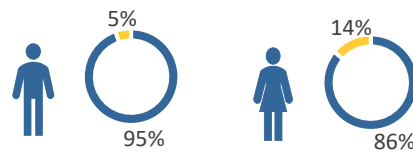
Mean gender pay gap	34%
Median gender pay gap	17.5%
UK's National gender pay gap	15.5%
<i>Source: Office of National Statistics 2020</i>	

Based on the government's methodology, the data shows a median gender pay gap of 34% 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.

The April 2020 snapshot data for pay was impacted by the pandemic, as were a number of proposed objectives for the year.

Bonus difference between men and women in the twelve months preceding 5th April 2020.

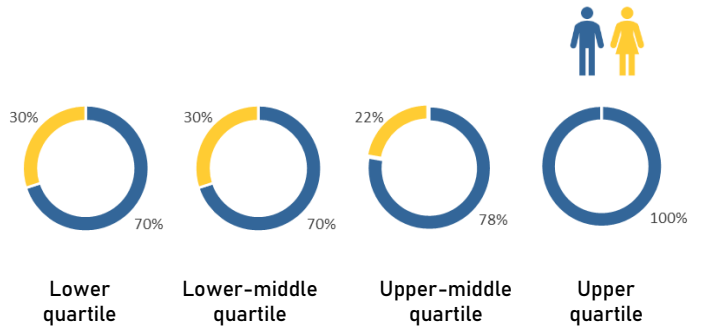
	Mean	Median	
Bonus	59.7%	-5.7%	
Proportion of employees receiving bonus			
Men	95%	Women	86%



- Received a bonus (%)
- Did not receive a bonus (%)

Pay quartiles

The charts on the right show the gender distribution in four equal sized hourly paid quartiles, each consisting of 9-10 employees.



What we're doing to make a difference:

- Proposing a revised days shift pattern that accommodates school drop off and pick up hours for working parents.
- Providing awareness on diversity and inclusion to reduce unconscious bias.
- Working with local schools to get children interested in engineering and taking on a diverse mix of school placements.
- Reviewing the ergonomics of work stations to remove heavy lifting.
- Leveraging relationships with educational institutions for specific skills bases in order to attract more female engineers;
- Offering internships/dissertation year employment in order to attract more female engineers;
- Examining the structure of our shift system in operations in order to attract more female candidates into direct operations roles

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 Strachan

Ian Strachan
Director GKN Driveline Birmingham Limited