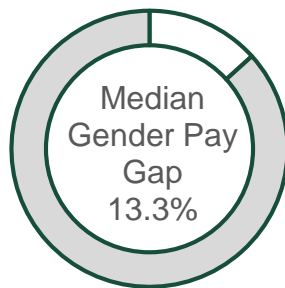
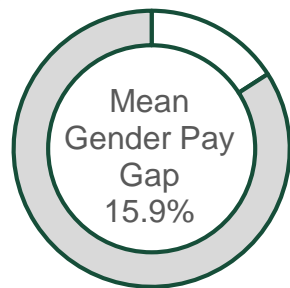


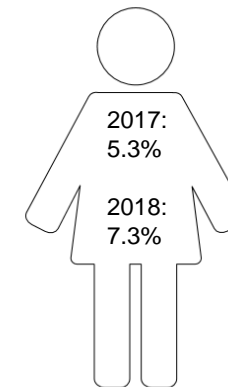
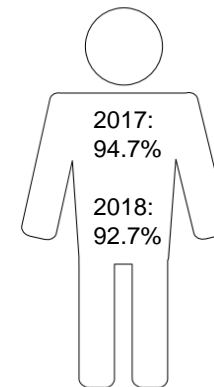
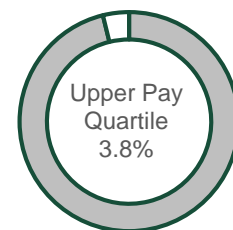
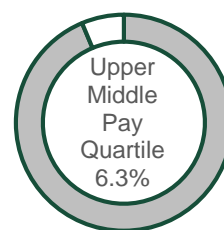
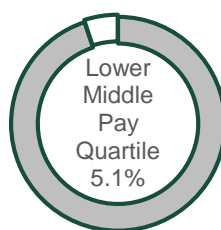
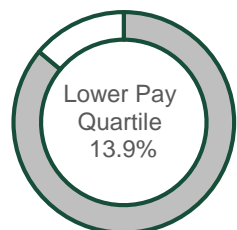
Bromford Industries – Gender Pay Gap Report 2018

Bromford Industries is committed to building an environment of equal opportunities for all employees irrespective of gender. The data in this report covers the 3 Bromford Sites based in the UK, referring to pay data as of the snapshot date of 05 April 2018.



The Gender Pay Gap is not the same as Equal Pay. The Gender Pay Gap shows the difference between the mean (average) and the median (mid-point) hourly earnings of men and women irrespective of job roles across the workforce. The Gender Pay Gap highlights that our Organisation is predominantly male; 92.7% of the workforce as of the snapshot date. In line with the reporting guidelines, the statistics provided include base salary and other allowances such as shift premiums. NOTE: According to the Office of National Statistics the average Gender Pay Gap is 17.9%.

As detailed above, Bromford's average Gender Pay Gap is 15.9% which has widened since the last snapshot date in 2017 where a Gender Pay Gap of 12.1% was reported. Although Bromford has increased its proportion of women up to 7.3% of the workforce from 5.3%, the majority of new recruits are reported in the lower and lower middle pay quartiles demonstrated below.



We believe that the Gender Pay Gap at Bromford is due to operating in the Manufacturing and Engineering Sector, which has a significantly higher proportion of male employees in technical manufacturing roles. This is further reflected in the Senior Leadership Team as the majority of Managers at Bromford are male. That said, in the 12 months prior to the snapshot date, 8.7% of female employees received a bonus payment closely compared to 10.6% of male employees. NOTE: Mean Bonus Gender Pay Gap = 20.8% Median Bonus Gender Pay Gap = 13.2%.

Bromford's commitments going forward...

In last year's report we committed to continue to foster a culture of diversity and inclusion, and to promote equal opportunities as per our Equal Opportunities Policy and Ethics Policy. Since then we have launched an Inclusion, Diversity and Equality eLearning training course for Line Management promoting the benefits of diversity and the importance of fair and equal treatment of all employees regardless of gender. Furthermore we will be rolling out a training course for all employees further embedding our strategic aim to achieve and maintain an inclusive work environment focused around our Bromford Values.

Whilst we will continue to select, develop and promote the very best people basing our judgement solely on suitability for the role, we recognise the importance of robust processes, examples include;

- Structured assessments during interviews and continual training for recruiting managers to reduce any possible impact of unconscious bias
- Fair and widely accessible flexible working opportunities
- Objective, evidence based decision making in regards to promotion, pay and reward all stemming from a robust performance management programme.

We will continue to review our approach to pay equality and will continue to offer equal pay to our male and female employees when undertaking comparable work.

We recognise the need for a more balanced gender representation within the workforce and within the Manufacturing Industry more generally. Therefore we will continue to support local training providers and schools to promote careers in STEM subjects and recruit more apprentices. Additionally in the next 12 months Bromford will be launching a Graduate Scheme equally intending to attract both female and male applicants. This year we recognised International Women's Day for the first time and we are supporting events organised by our Suppliers to promote Women in Engineering. It is anticipated that the continuation of such activities will drive a reduction in the Gender Pay Gap in the long term.

This statement has been published in accordance with the Equality Act (Gender Pay Gap Information) Regulations 2017.

I confirm that the information and data reported is accurate as of the snapshot date of 05 April 2018.

Gary Lowe, Chief Executive Officer

