

GKN Driveline Birmingham Limited

UK Gender Pay Gap Report 2019

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 682 employees in the UK based on data as at 5th April 2019.

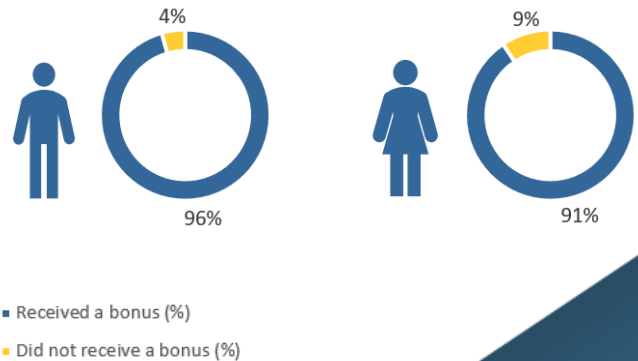
Mean gender pay gap	4.2%
Median gender pay gap	2.8%
UK's National gender pay gap	17.3%
<i>Source: Office of National Statistics 2019</i>	

Based on the government's methodology, the data shows a median gender pay gap of 2.8% 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 evaluation of our data indicates that the difference in median pay is due to proportionally more men holding operational roles that attract shift premiums.

Bonus difference between men and women in the twelve months preceding 5th April 2019.

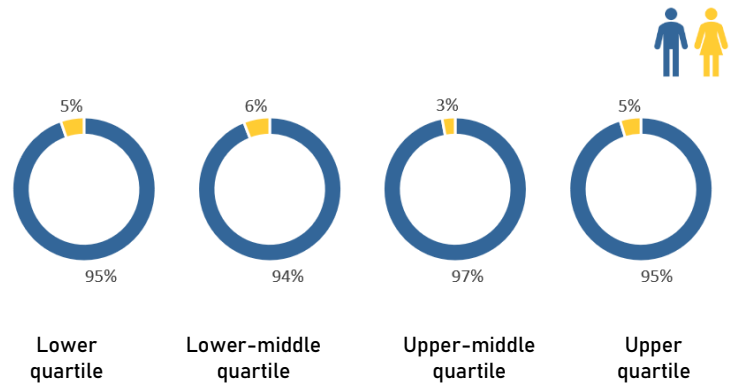
	Mean	Median
Bonus	15.9%	28.6%
Proportion of employees receiving bonus		
Men	96%	Women 91%



Pay quartiles

The charts on the right show the gender distribution in four equal sized hourly paid quartiles, each consisting of 170 employees.

Overall women currently represent 4.7% of employees. Increasing the number of women in our business is very important and we are making progress with this by taking actions as described below.



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.
- We have approached 2 of our female manufacturing operators to do a "day in the life of" overview and video specifically for future LinkedIn advertising.
- Reviewing recruitment processes to ensure a diverse pool of candidates.
- 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.
- Learning from successful initiatives in some of our international plants that employ much higher levels of women in manufacturing positions.
- 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

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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.

Mark Gabriel
Director GKN Driveline Birmingham Limited