



GKN Driveline Birmingham LTD – UK Gender Pay

Report 2018

At GKN, Diversity and Inclusion is about embracing the human attributes that make us unique. An inclusive environment where these differences are valued, and where everyone has the opportunity to develop skills and talents consistent with our company values and objectives, helps pave the way to delivering continued success.

Pay difference between men and women for 827 employees in the UK based on data as at 5th April 2018.

Mean gender pay gap GKN employees in the UK **7.6%**

Median gender pay gap GKN employees in the UK **2.9%**

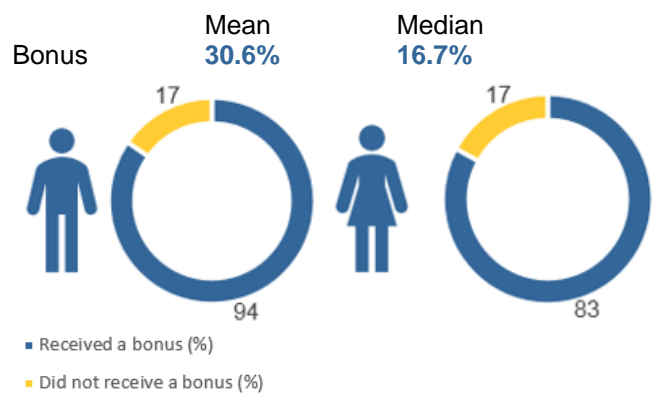
UK's National gender pay gap **17.9%**
Source: Office of National Statistics 2018

Based on the government's methodology, the data shows a median gender pay gap of 7.6%, which means men are paid more than women. Unlike equal pay, which refers to paying a man and a woman the same amount for the same or similar work, a pay gap is the difference in average/median pay between men and women in an organisation

The evaluation of our data indicates that the difference in median pay is due to proportionally more men being in operational roles that attract shift premiums.

We have a variety of mechanisms to promote consistency in reward between men and women on the same job grade or doing the same work. These include fixed union negotiated spot rates in our manufacturing sites and a structured approach to job sizing and pay determination in other areas of the business.

Bonus difference between men and women in the twelve months preceding 5th April 2018.

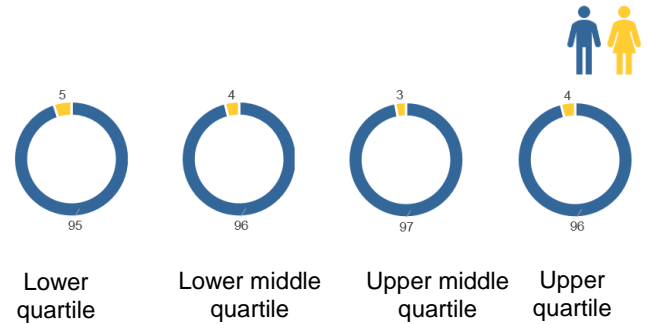


Proportion of employees receiving bonus
Men **94%**
Women **83%**

Pay quartiles

The charts on the right show the gender distribution in four equal sized hourly paid quartiles, each containing 206 employees.

Overall women currently represent 4.2% of the employees. Increasing the number of women in our business is very important and we are starting to make progress with this by taking actions as described below.



What we're doing to make a difference:

- Reviewing recruitment processes to ensure a diverse pool of candidates.
- Providing training on diversity and inclusion to reduce unconscious bias.
- Working with 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 so that manufacturing jobs become more attractive to women.
- Learning from successful initiatives in some of our international plants that employ much higher levels of women in manufacturing positions.

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