
Gender Pay Gap Report 2023



What is the Gender Pay Report?

The Gender Pay Report is a requirement of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It requires all employers with more than 250 employees to publish a specific snapshot of information which in broad terms shows the difference between average male and average female earnings within the organization.

What is the difference between the Gender Pay Report and Equal Pay?

The gender pay gap should not be confused with equal pay law. Paying a woman less than a man (or vice versa) for equal work is unlawful under the Equality Act. The gender pay gap is simply the difference between the average pay of males compared with the average pay of females.

What data does the company have to publish?

The company is required by law to publish a snapshot, taken on 5th April each year, on its company website showing the following data:

1. Our *mean* gender pay gap
2. Our *median* gender pay gap
3. Our *mean* bonus gender pay gap
4. Our *median* bonus gender pay gap
5. Our proportion of males and females receiving a bonus payment
6. Our proportion of males and females in each quartile band

What is the current UK National Gender Pay Gap?

In 2020 national gender pay gap, as measured by the Office for National Statistics (ONS), amongst all employees, was 15.5%, (down from 17.4% in 2019) meaning that on average women earn 15.5% less than men in the UK across all sectors and job roles.

Why is there a Gender Pay Gap?

The gender pay gap exists because on average across the whole population women tend to work in lower-paid occupations and sectors and occupy fewer senior roles. Another factor is that many women take time out of employment and work part-time because of care responsibilities.

Our Company can trace its roots back as far as 1916 and we were proud to join the LEONI Group in the year 2000. We are a “full” service supplier of Electrical Distribution Systems for the Automotive Sector. Our skilled design engineers interface directly with our customers, based on or close to their sites around the UK. Within our industry it is not unusual for the majority of the UK workforce to be male. Consequently, we continue to work on a number of initiatives to support the recruitment and development of females.

Key Facts as at 5th April, 2023:

- Total UK Workforce 338 employees
 - 27% (90 employees) Female
 - 73% (248 employees) Male

Gender Pay and Bonus Gap:

The chart below shows the difference between the average hourly pay (salary plus bonus) of all our male employees compared with the average hourly pay of all our female employees. All employees at all levels including part time employees are included. Bonus payments are based on the year 2022, paid April 2023.

	Mean Gap	Median Gap
Pay	18%	21%
Bonus	27%	33%

The Mean is the total sum of all values, divided by the total number of values
 The Median is the middle value between the highest and lowest values

The below shows that improvement has been made since we started to report Gender Pay in 2017.

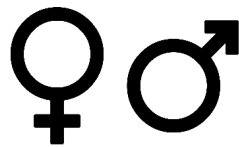
	2017	2023	Change since 2017
Females in the Workforce	25%	27%	2%
Mean Gap (Pay)	29%	18%	-11%
Median Gap (Pay)	31%	21%	-10%

Proportion of employees in receipt of a bonus:

The figures below show the number of male and female employees who received a bonus for the year 2022 paid April 2023. LEONI Wiring Systems UK Limited bonus scheme is applicable to all employees. Any variance from 100% is reflective of new starters joining the company in 2023 as they will not receive a 2022 bonus (paid in April 2023). However, these employees do enter the bonus scheme for the following year (2023 paid April 2024)

99% Female

98% Male



Proportion of Males and Females in each Quartile Pay Band:

The chart below shows the pay distribution, including bonus, of our male and female employees by quartile (i.e. divided into four pay groups, lower, lower middle, upper middle and top). Each quartile shows the percentage male/female split.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	52%	74%	83%	84%
Female	48%	26%	17%	16%

Taking actions to redress the Balance :-

Hybrid / Flexible Working

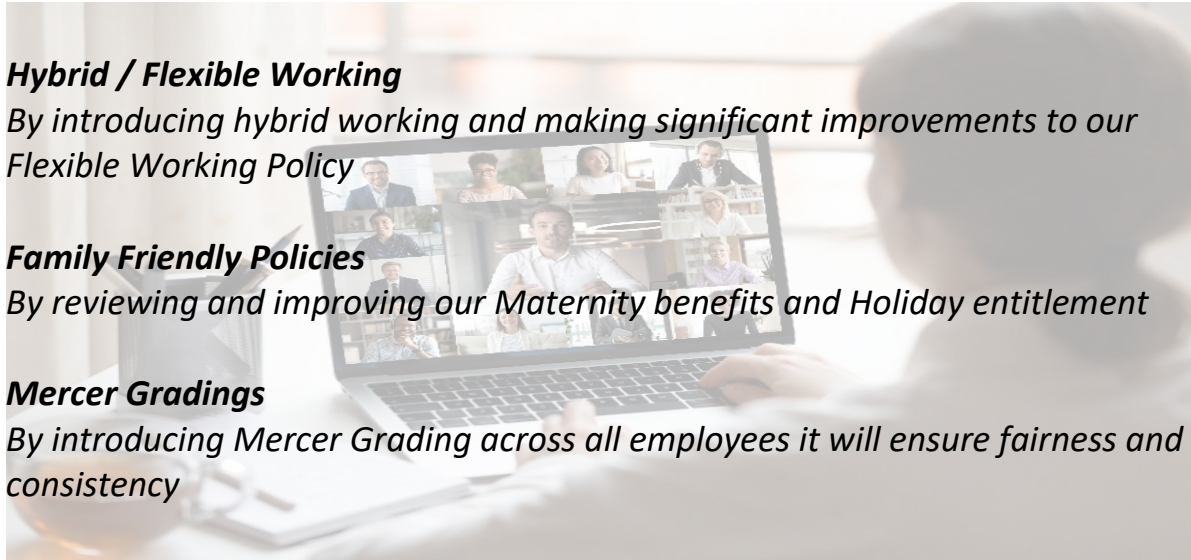
By introducing hybrid working and making significant improvements to our Flexible Working Policy

Family Friendly Policies

By reviewing and improving our Maternity benefits and Holiday entitlement

Mercer Gradings

By introducing Mercer Grading across all employees it will ensure fairness and consistency



Handwritten signature of Paul Onslow in black ink.

Paul Onslow
Managing Director LWS UK

Handwritten signature of Greg Mills in black ink.

Greg Mills
Head of HR LWS UK