

2018 Gender Pay Gap Report

Employers with 250 people or more relevant employees are required to report on their gender pay gap. This involves carrying out six calculations that show the difference between the average earnings of men and women.

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017 and the figures are taken from employee data as at 5th April 2018.

This report is produced as part of Heathcoat Fabric's wider dedication to equality in our workforce. As part of our growth plans, we are committed to providing a working environment in which our pay approach supports the fair treatment and reward of all our employees free of bias, including gender. We believe that this is key to our long-term success and ambitious growth plans, allowing all employees to contribute to the success of our business.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gap is a result of the roles in which men and women are employed within our company and the salaries that those roles attract. We will continue to monitor our progress with the intention to boost the number of women able to progress into more senior roles within the Company.

Our Company, like many others in our sector, employ far more males than females and in April 2018, our female workforce was 23%. We recognise that in order to reduce our pay gap, we need to look at our approach to attracting females into the business and we intend to achieve this in a number of ways:

- Reviewing our recruitment processes to ensure we are focused on attracting more female candidates, including attending graduate fairs to ensure our Graduate Development Programme is attractive to all potential applicants
- Reviewing our employee benefits package with particular emphasis on being able to attract people who would not normally work in our industry
- Building strong links with the local community, schools and colleges
- Reviewing our apprenticeship programme to attract more school leavers, and
- Maintaining our commitment to making employment and development opportunities more open to women

Gender Pay Gap Data

Mean Gender Pay Gap 16.9%

Median Gender Pay Gap 13.8%

The “gender pay gap” is an average figure and is distinct from “equal pay”, which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value.

The evaluation of our gender pay gap data indicates that the difference in average pay is partly due to proportionately more men being in senior, higher paid roles.

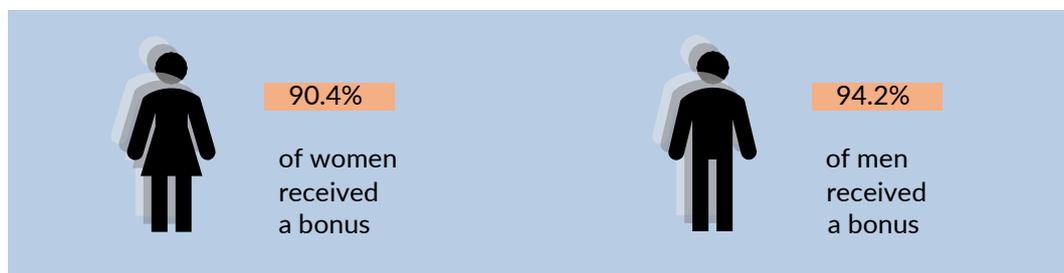
Another contributing factor is that 93% of our manufacturing employees (55% of all employees) are males who work a regular shift pattern which attracts a premium payment.

Bonus Pay Gap

Mean Gender Bonus Gap 49.8%

Median Gender Bonus Gap 32.8%

Proportion of women and men who received a bonus



Our profit share scheme, which is available to all employees, accounts for our high percentage of inclusion for female and male employees.

Quartile Ranges

These charts show our gender distribution in four equally sized hourly pay quartiles, each quartile containing around 115 employees.

