

Gender Pay Gap Report – Bridon International Ltd.

A message from Luc Vankemmelbeke, Executive Vice President at Bridon International Ltd.



“Recent changes in legislation now requires Bridon International Ltd to publish details annually of its Gender Pay Gap. The results of the Company’s Gender Pay Gap are summarised below and have been calculated in accordance with the mechanisms that are set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are very pleased to report a small gender pay gap in comparison to the UK benchmark of 19.2%. We are also clear why this gender pay gap exists. We are confident that it is not a pay issue, as our approach to pay is gender neutral.

We also have performance management and development programs that support all individuals to achieve their potential and aspirations, regardless of their gender. We believe that our gender pay gap is driven by the structure of our workforce, which consists largely of factory workers in heavy engineering environments. Our company currently employs 8.38% of female workers, but despite the low percentage of female employees at Bridon International Ltd, we are pleased to report that the percentages of female employees in the upper and upper middle pay quartiles are 9.88% and 12.35% respectively.

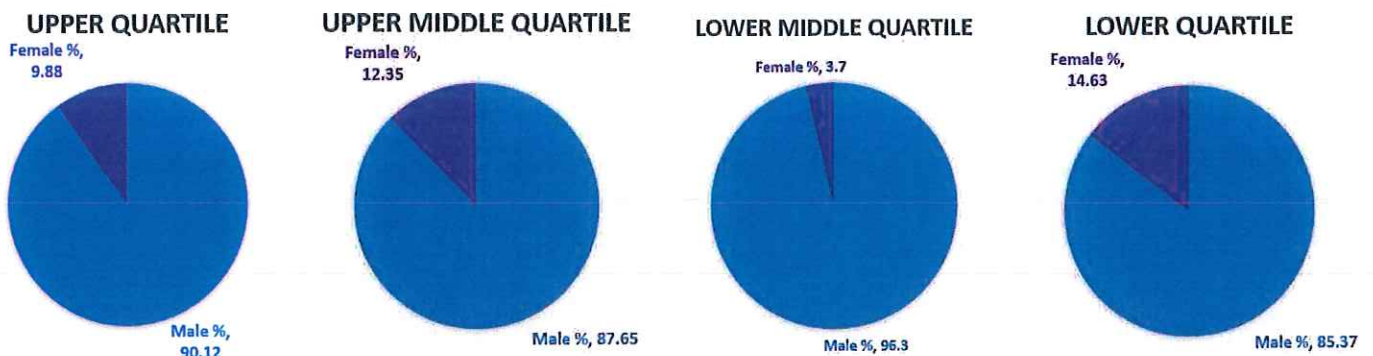
We are focused on the steps we need to take to encourage more females into our company. We are changing our recruitment process and requiring a more diversified and gender-balanced shortlist for all senior positions in particular. We will also talk about gender balance in the organisation in a more transparent way.

PAY DATA

Hourly rate of Pay, calculated for the pay period including 05/04/2017.

The data shows that on average, male employees are paid 4.29% more than female employees. At the mid-point, the data shows that female employees are paid 6.58% more than male employees.

Difference between the hourly pay of all men and all women at Bridon International Ltd	
Mean	Median
4.29%	- 6.58%



BONUS DATA

Bonus calculated for the year 06/0/2016 to 05/04/2017.

The data shows that on average, bonus eligible female employees received 0.11% more than bonus eligible male employees. At the mid-point, the data shows that there is no difference between male and female employees. The data also shows that the percentage of male and female employees is very similar.

Difference between the bonuses paid to all men and all women at Bridon International Ltd	
Mean	Median
- 0.11%	0.00%



94.12%



95.95%

Proportion of employees receiving a bonus payment

Although these results are positive, we will not become complacent and will keep our performance in this area under ongoing review.

On behalf of Bridon International Ltd, I can confirm that the data reported is accurate.”

Luc Vankemmelbeke

Executive Vice President at Bridon International Ltd.

A handwritten signature in blue ink, consisting of several overlapping loops and a long horizontal stroke.