

Nylacast Holdings UK Ltd | 2024 Gender Pay Gap Report

The reporting period is 1st April 2023 to 31st March 2024

Introduction

Our purpose at Nylacast is to solve complex engineering problems for a safer and greener world. Nylacast is proud to be the world leader in the design, manufacture, and supply of engineered solutions, with a global brand presence and 6 worldwide locations - UK (World Head Quarters), China, South Korea, South Africa and USA. The company currently employees over 550 people across the world and 375 within the UK.

Nylacast Holdings Group as 3 legal entities within the UK - Nylacast Engineered Products Ltd, Nylacast Automotive Ltd and Viva Nylons. This report is only for the Nylacast UK Group entities

The Nylacast Engineered Products solutions can be found across the globe in applications such as off-shore energy platforms, oil & gas, construction equipment, marine, renewables and pharmaceuticals.

Our Nylacast Automotive Ltd business is a trusted partner for Safety Critical components into the Automotive supply chain for over two decades, Nylacast Automotive continues to engage with its customer base on design, innovation and technology advances.

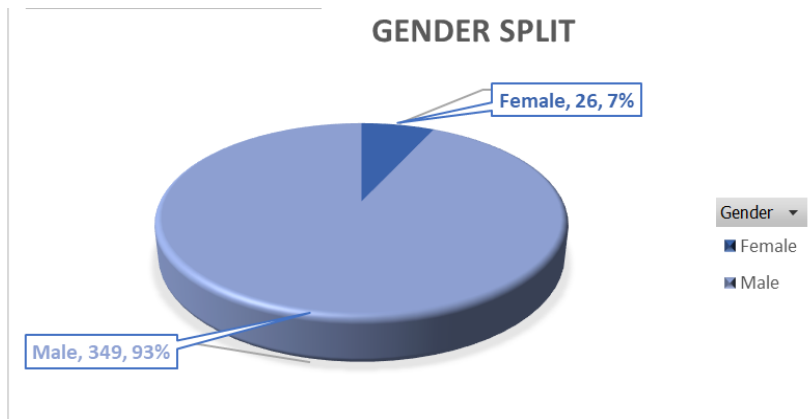
The Viva Nylons business is a dedicated manufacturing facility for high volume cast nylon stock shapes and cut piece derivatives.

With its key focus on “People” Nylacast is committed to continue to invest in its loyal workforce. With a dedicated in-house training academy, which was set-up in 2014, Nylacast continues to embed a culture of learning & development and as such endeavours to provide opportunities to all individuals. In 2024 Nylacast employed a further 9 apprentices across Engineering, Business Admin and Fabrication and during 2024 and 2023 employed 4 Graduates within Mechanical Engineering & Design and Chemical Engineering.

This Gender Pay Gap Report is based on data from 5th April 2024.

1 | Number of Employees

During the time of the report Nylacast Holdings employed 375 individuals in the UK, 349 (93%) Males and 26 (7%) Females. Last year the split was also 93% Male and 7% Female.



2 | Pay Report

Gender Pay Report	Mean	Median
Pay	-6.49	-16.05

As it can be seen in the above table, on a mean basis Females are paid 6.49% higher than Males and on a Median Basis 16.05% higher.

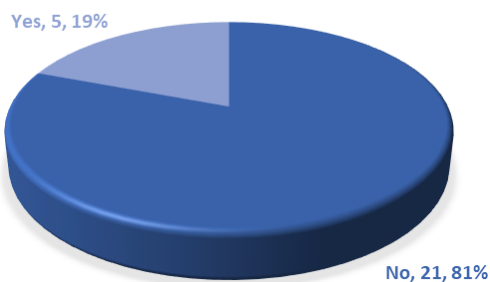
This has changed since the previous report where Females were paid 7.03% mean higher, and 18.21% median higher than Males within the company. As a percentage there are more females in more senior roles than males across the business - this can be seen in the quartiles.

3 | Bonus Report

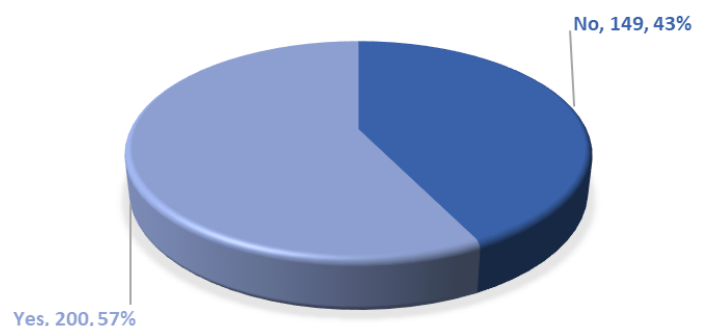
Gender Bonus Report	Mean	Median
Pay	-125.51	-1142.02

As it can be seen in the above table, on a mean basis Females bonus pay is 125.51% higher than Males, but on the median basis Females were 1142.02% higher than Males. The main bonuses paid throughout 2023 to 2024 across the business was the attendance bonus, which is predominately males working on the shop-floor. The shop-floor attendance bonus is capped at a lower percentage than the Sales bonus. As such females continue to receive higher bonuses than males across the company as more females work within the Sales / Management team which provides the opportunity to receive higher bonus.

FEMALES RECEIVING BONUSES



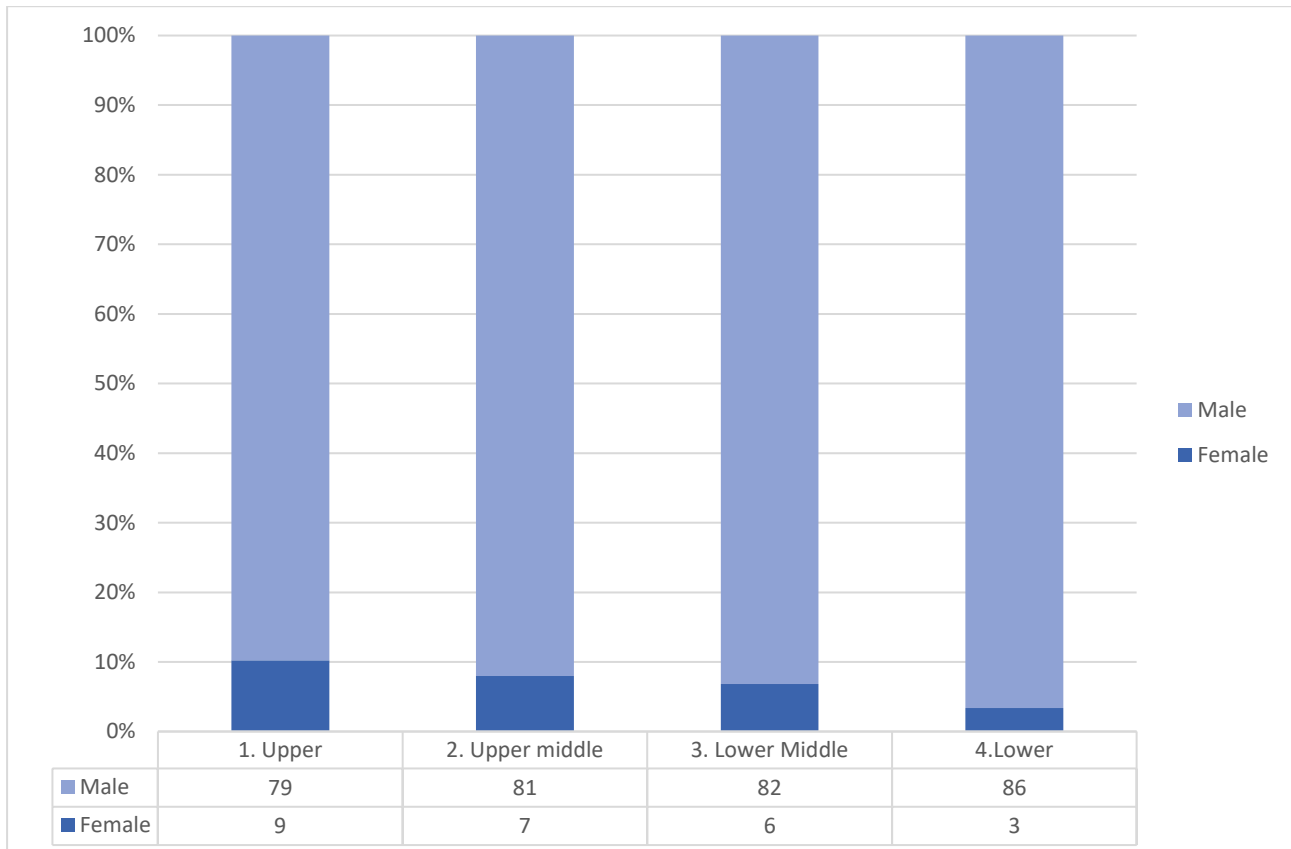
MALES RECEIVING BONUSES



Please note:

1. This information does not include an annual Christmas voucher provided to all Nylacast Ltd employees throughout the business.
2. Nylacast runs an Attendance Bonus scheme for all weekly paid staff, which does not apply to salaried (monthly paid) staff. We predominately employ more females in salaried roles, therefore they are not eligible for the Attendance Bonus Payment.

4 | Males to Females in Each Quartile Band



5 | Narrative

Although Nylacast employs a large proportion of males across its business, 93% (Males) against 7% (Females) the company continues to proactively promote females within the Engineering and Manufacturing Industry. Many of the company's initiatives is to engage with local academia to try and engage more females into the sector. The work that the company has done in promoting Females in Engineering has seen Females join the Apprenticeship program within the company.

We are committed to ensure that all our employees are paid above the National Minimum Wage and what is required by law. Nylacast Ltd endeavours to treat all individuals fairly & equally. Our grading systems creates transparency and ensures that individuals are paid based on the role and duties that they undertake. We conduct our business with integrity and honesty and aspire to excel in all we do. We know that our people are vital to the success of our company and as such we welcome the talent of people from all backgrounds to provide expertise, dedication and innovation.

6 | Declaration of Understanding

Declaration of understanding

I confirm that the information and data within this document is correct at the time of reporting.

Name:

Ian Mallabone

Job Title:

Global HR & Training Director - Nylacast Holdings

Company:

Nylacast Holdings Ltd

Date:6th March 2025