



## Nylacast Ltd – 2017 Gender Pay Gap Report

Nylacast Ltd is a world leading innovator in the design, development and supply of precision engineering polymer solutions. Nylacast material science and product technology is featured within key industries such as Automotive, Marine, Oil & Gas, Energy, Construction, Transport, Pharmaceutical to name just a few. Nylacast is renowned for high performance, low weight and friction enabling safety critical applications to better perform within their environments

This Gender Pay Gap Report is based on data as at April 2017.

During the time of the report Nylacast Ltd employed 433 individuals, 416 (96.07%) being Male and 17 (3.93%) being Female.

### Pay Report

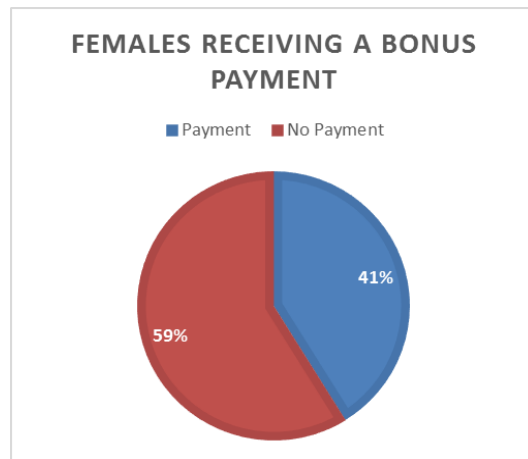
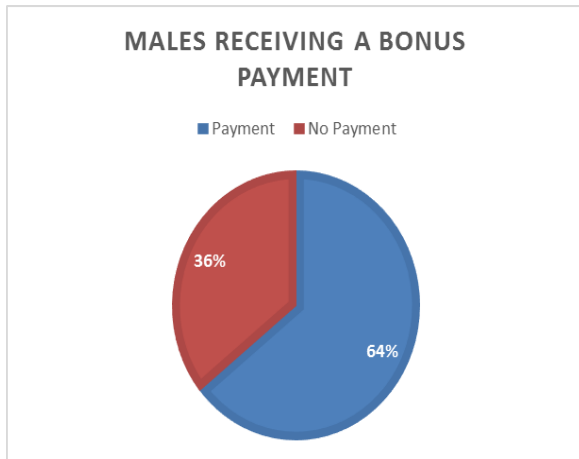
Gender Pay Report	Mean	Median
Pay	-0.95%	-0.64%

As it can be seen in the above table, on a mean basis Female pay is 0.95% higher than Males and on a median basis 0.64% higher than Males.

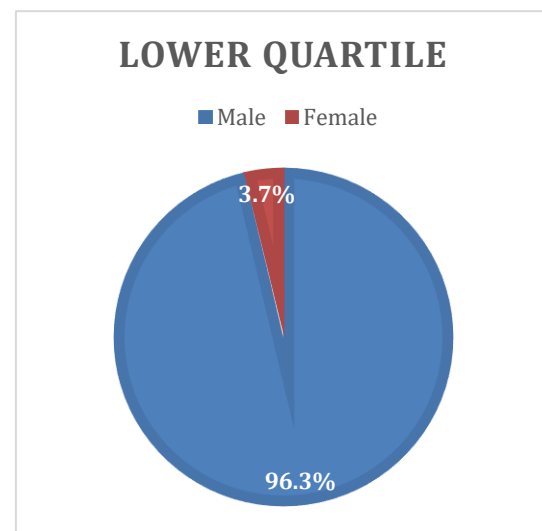
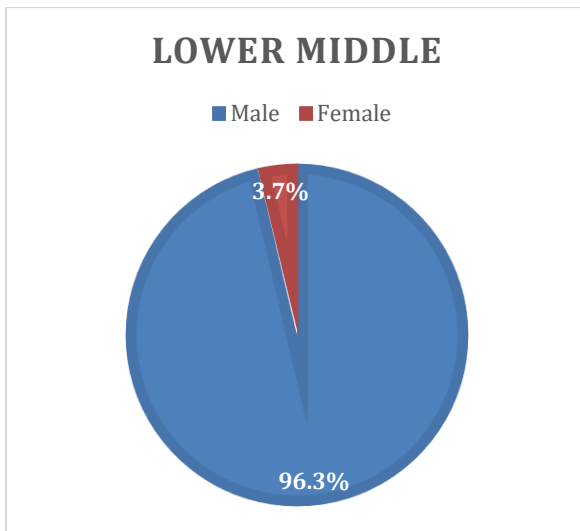
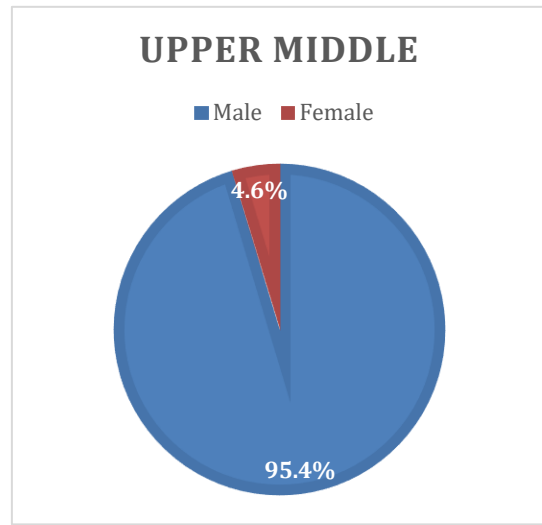
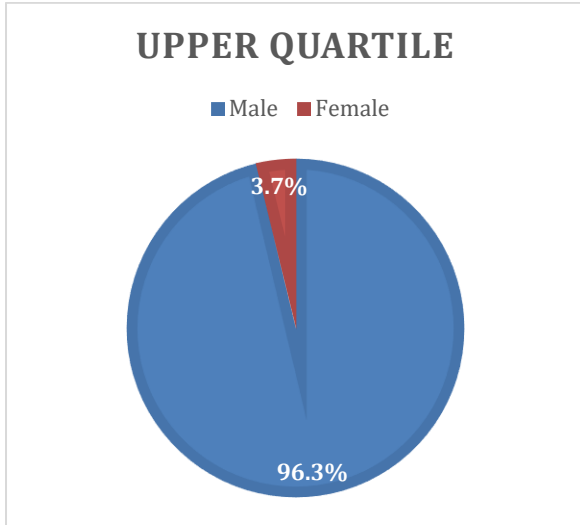
### Bonus Report

Gender Bonus Report	Mean	Median
Bonus	-375.96%	-140.10%

As it can be seen in the above table, on a mean basis Female bonus pay is 375.96% higher than Males and on a median basis 140.10% higher than Males.



### Males to Females in Each Quartile Band



#### Narrative:

Nylacast Ltd endeavours to treat all individuals fairly and consistently and as such operates with grading structures across its business. This ensures that individuals are paid based on the role that they undertake. This can be seen in the relatively even distribution of the Pay & Quartile report.

Nylacast employs a large proportion of males across its business (96%) against 4% females. However, Nylacast proactively promotes females within the Engineering and Manufacturing Sector and works with local academia to try and engage more females within the sector. As part of the CSR strategy the company attends local job fairs in both schools and colleges and continually looks to readdress the balance within the engineering industry.