



## Nylacast Ltd – 2018 Gender Pay Gap Report

Nylacast is a world leading innovator in the design, development and supply of precision engineered polymer solutions.

Nylacast's material science, product technology, research and development is featured within key industries (Automotive, Marine, Oil & Gas, Energy, Construction, Transport, Pharmaceutical, Food & Beverage) and is renowned for high performance with low weight and friction, enabling safety critical applications to better perform within their environments.

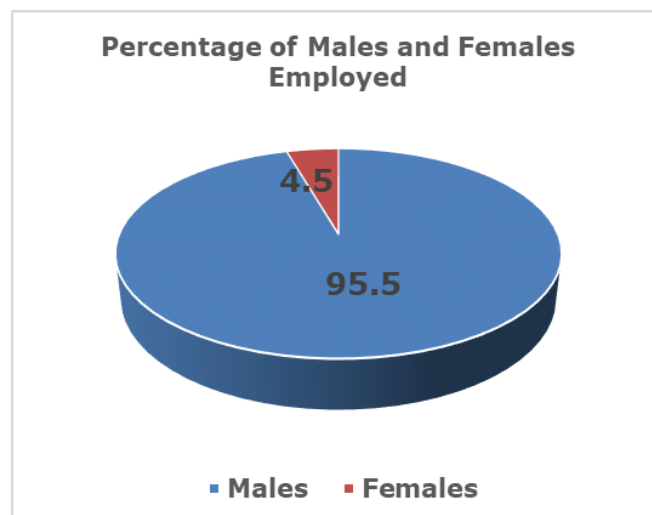
The Nylacast group services a global market through its two divisions; Nylacast Automotive and Nylacast Engineered Products and their manufacturing and distribution centres located in the UK, USA, South Africa and China.

Nylacast was awarded the British Engineering Excellence Award for Material Application of the Year in 2015 and 2016. In 2016 and 2017 the Nylacast group was placed in the Sunday Times HSBC International Track 200, ranked as one of Britain's mid-market private companies with the fastest-growing international sales.

With its key focus on "People" Nylacast is committed to continue to invest in its loyal workforce. With a dedicated in-house training academy, Nylacast continues to embed a culture of learning & development and as such endeavours to provide opportunities to all individuals. The company continues to grow its apprenticeship program with over 20 apprentices currently in program across a variety of disciplines and a further 10 apprentices to be recruited during 2019.

This Gender Pay Gap Report is based on data as at April 2018

During the time of the report Nylacast Ltd employed 424 individuals, 405 (95.5%) Males and 19 (4.5%) Females. This is a 0.5% increase in Females being employed since the previous report.



## PAY Report

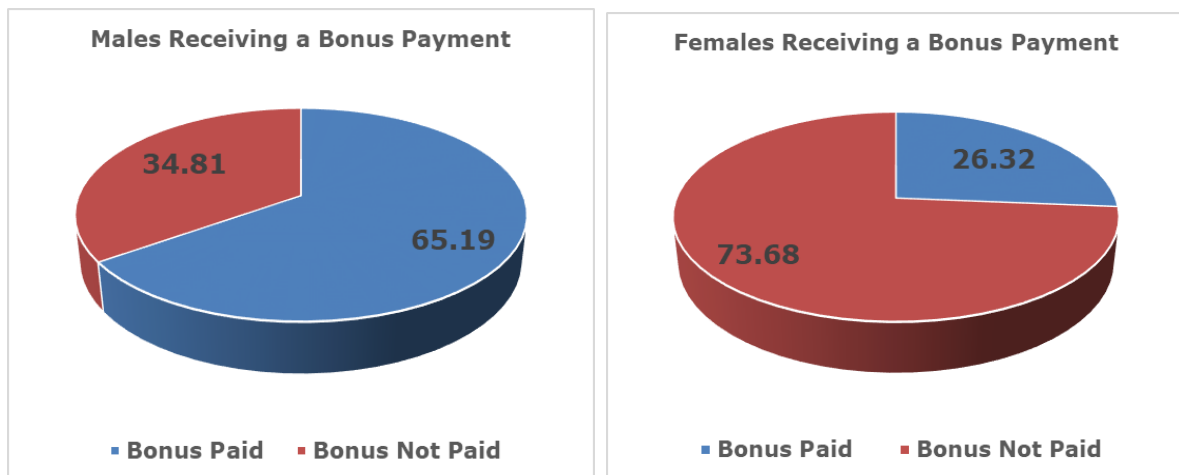
Gender Pay Report	Mean	Median
Pay	5.32%	4.90%

As it can be seen in the above table, on a mean basis Females are paid 5.32% lower than Males and on a Median Basis 4.90% lower. This has changed since the previous report where Females were paid 0.95% and 0.64% higher than Males within the company. One of the factors for the change has been the appointment of Females within the apprenticeship program which has been an objective for the company for a number of years.

## BONUS Report

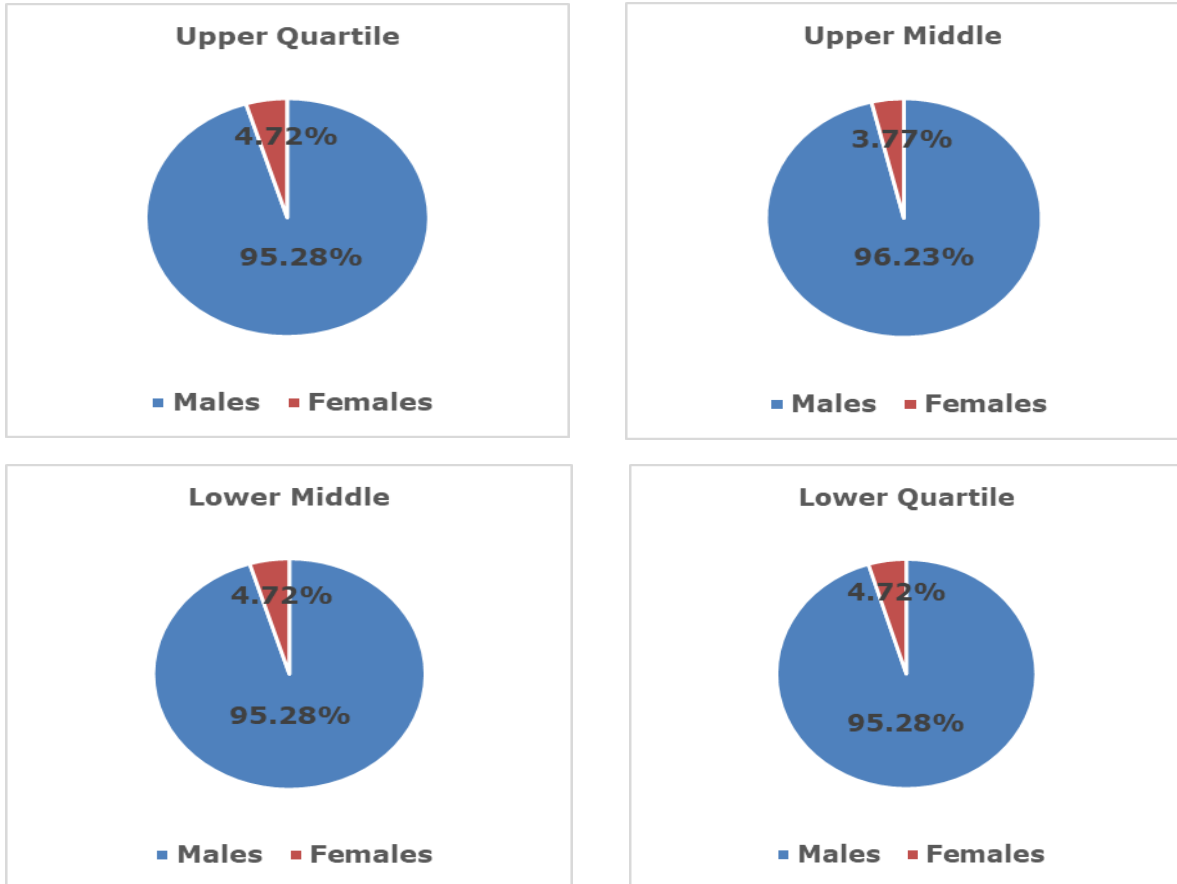
Gender Bonus Report	Mean	Median
Pay	-639.8	-571.4

As it can be seen in the above table, on a mean basis Females bonus pay is 639.8% higher than Males and on a median basis 571.4% higher than males.



Please note: this information does not include an annual voucher provided to ALL Nylacast employees.

### Males to Females in Each Quartile Band



### Narrative:

Nylacast Ltd endeavours to treat ALL individuals fairly & consistently and as such operates with a very clear and defined grading system. The grading system creates transparency and ensures that individuals are paid based on the role that they undertake. This can be seen in the very even distribution of the pay quartile report and the 5% difference in pay between Males and Females, which is a change from the last report where it was reported that Females were paid more than Males.

Although Nylacast employees a large proportion of males across its business, 95.5% (Males) against 4.5% (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.

I confirm the information and data in this document is accurate.

Ian Mallabone, Group HR & Training Manager at Nylacast Ltd.