

Nylacast Ltd | 2020 Gender Pay Gap Report

06.10.2021

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. The company currently employees over 500 people across the world and 400 within the UK.

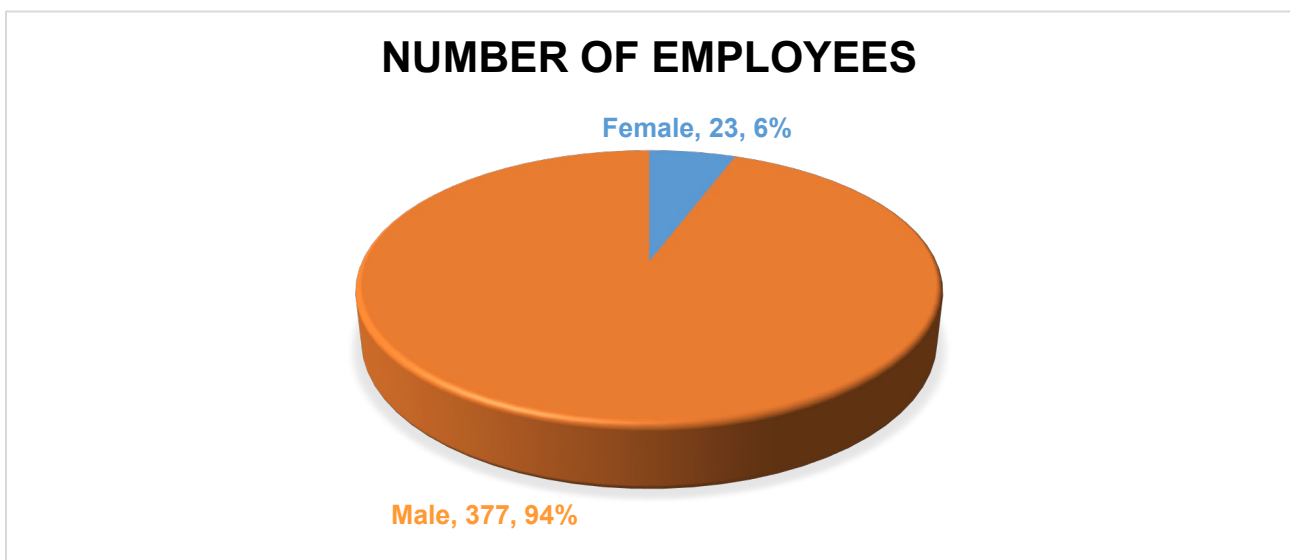
With 2 distinct divisions, Engineered Products and Automotive, Nylacast's engineered solutions can be found across the globe in applications such as off-shore energy platforms, construction equipment, marine, renewables and pharmaceuticals. As a trusted partner for Safety Critical components into the Automotive Supply chain for over two decades, Nylacast continues to engage with its customer base on design, innovation and technology advances.

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. Over the last few years, the in-house training academy at Nylacast has grown with additional dedicated resources to training. This continues to provide opportunities for all Nylacast employees. With this, the company continues to grow its apprenticeship program with over 15 apprentices currently in program across a variety of disciplines and a further 14 (2 Female, 12 Male) apprentices recruited during 2019/20.

This Gender Pay Gap Report is based on data as at April 2020.

1 | Number of Employees

During the time of the report Nylacast Ltd employed 400 individuals, 377 (94%) Males and 23 (6%) Females. This is a 1.5% increase in Females being employed since the previous report.



2 | Pay Report

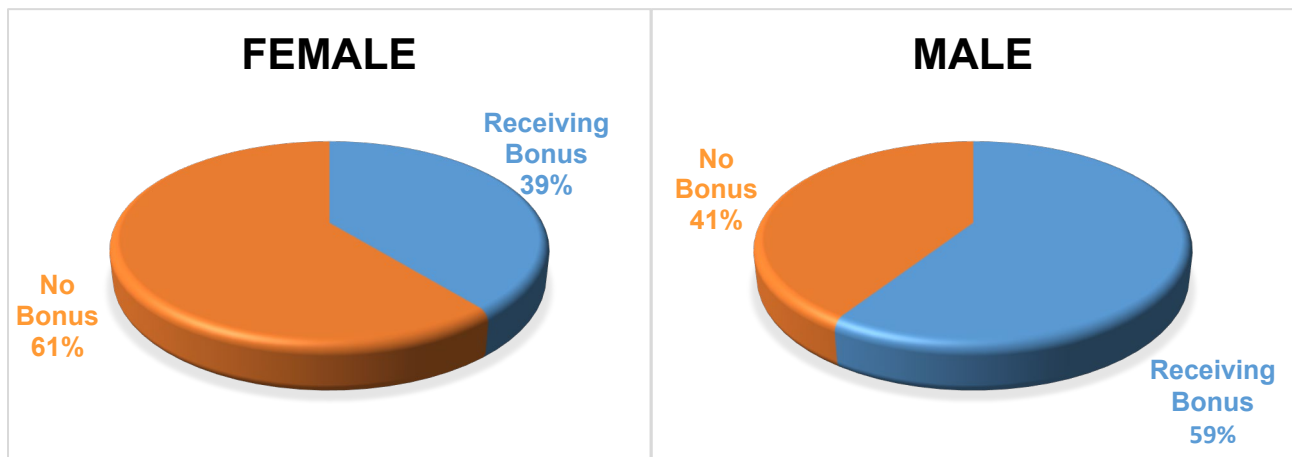
Gender Pay Report	Mean	Median
Pay	-1.54	-18.98

As it can be seen in the above table, on a mean basis Females are paid 1.54% higher than Males and on a Median Basis 18.98% higher. This has changed since the previous report where Females were paid 5.32% mean lower, and 4.9% median lower than Males within the company. One of the factors for the change has been the appointment of more Females within the management, leadership & sales roles.

3 | Bonus Report

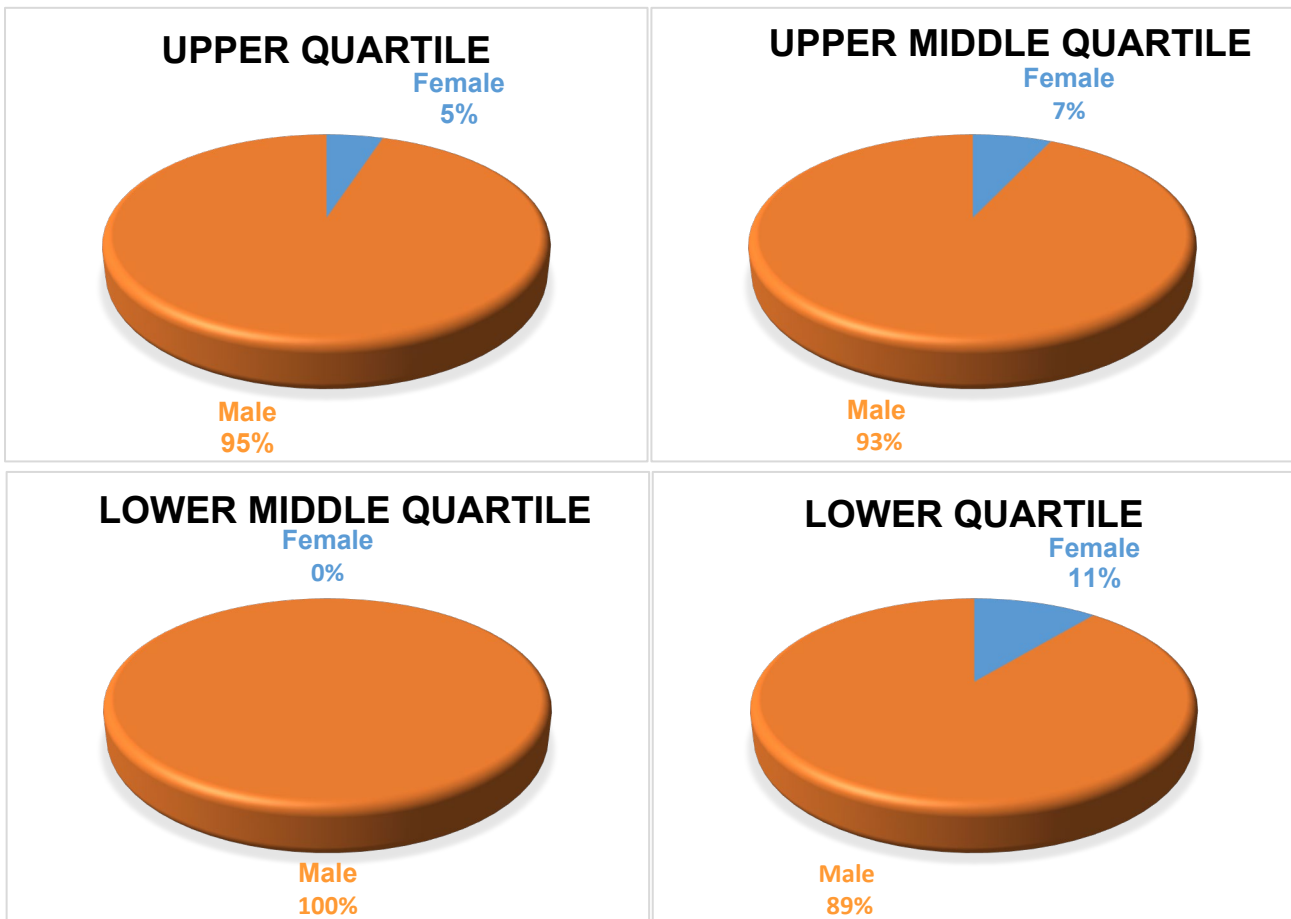
Gender Bonus Report	Mean	Median
Pay	-333.27	-279.00

As it can be seen in the above table, on a mean basis Females bonus pay is 333.27% higher than Males and on a median basis 279% higher than males.



Please note: This information does not include an annual Christmas voucher provided to all Nylacast Ltd employees throughout the business.

4 | Males to Females in Each Quartile Band



5 | 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 and duties that they undertake.

Although Nylacast employs a large proportion of males across its business, 94% (Males) against 6% (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.

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:	Group HR & Training Manager
Company:	Nylacast Ltd
Date:	06.10.2021