



UK Gender Pay Gap Report 2019



DONCASTERS

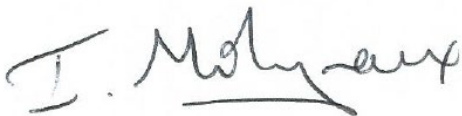
UK Gender Pay Gap Reporting

Doncasters Group is committed to creating a diverse and inclusive workplace that promotes tolerance, mutual respect and equal opportunity.

We also believe that diversity is an essential ingredient in a workplace culture that supports innovation and high performance.

The following report contains six calculations that show the difference between the average earnings of men and women in our UK organisation.

We support the UK Government's drive for companies to be more transparent on gender pay issues and confirm that the data reported is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.

A handwritten signature in black ink, appearing to read 'I. Molyneux'.

Ian Molyneux
General Counsel and Company
Secretary

Pay difference between women and men



- > The following slides show a snapshot at **5th April 2019** of the difference between the average hourly pay of all women compared to all men, irrespective of their role or level in the organisation and is expressed as a percentage of men's average pay.
- > The hourly pay figures used to calculate the difference includes all items specified in the regulations such as allowances and shift pay.
- > Our mean gender pay gap is 1.08%, this is lower than the current UK national average which is 8.60% *.
- > Looking at other companies in our sector, such as Rolls-Royce, GE and BAE Systems for example, our gender pay gap is on a par and in some cases better.

**Source: Office of National Statistics 2018*

Pay difference between women and men



Doncasters relevant employees in the UK at 5th April

	2019	2018
> Average Female hourly rate:	£16.51	£20.90
> Average Male hourly rate:	£16.69	£22.10
> Difference in hourly rate:	£0.18	£1.20
> Our Mean Gender Pay Gap:	1.08%	5.43%
> The UK `s national mean pay gap*:	8.9%	8.6%
> Median Female rate:	£13.19	£12.84
> Median Male rate:	£14.47	£15.57
> Difference in median rate:	£1.28	£2.73
> Our Median gender pay gap:	8.85%	17.53%

> **Source: Office of National Statistics 2018*

Reason for pay difference



- > At the snapshot date 5 April 2019 Doncasters in the UK had a total of 1,708 relevant employees (*2018 number 1,518*).
- > Of the 1,708 employees, 1,511 are men and only 197 are women.
- > This trend is not unusual for companies like Doncasters because we employ people with backgrounds in science, technology, engineering and mathematics (STEM) related fields. The number of women who study in these fields are significantly lower than men so there is a limited pool of female talent available.

Bonus difference between men and women

- > In the 12 months preceding 05/04/2019, Doncasters paid a bonus to 199 males and 54 females

	<i>2018</i>
> Average bonus paid to women:	£2,226.69
> Average bonus paid to men:	£3,661.92
> Difference in mean bonus pay:	39.2%
> Median Female bonus:	£145.00
> Median Male bonus:	£145.00
> Difference in median bonus:	£0.00
> Difference in median bonus pay:	0.0%

Gender breakdown per pay quartile

We also need to report on pay per quartile across our UK sites.

- > The chart below shows our data based on the snapshot data taken on 05/04/2019.

	Females		Males		Total
	No	%	No	%	
Top Quartile	61	14.29%	366	85.71%	427
Upper Middle Quartile	25	5.85%	402	94.15%	427
Lower Middle Quartile	38	8.90%	389	91.10%	427
Lower Quartile	73	17.10%	354	82.90%	427
Total	197	11.53%	1,511	88.47%	1,708