



GENDER PAY GAP REPORT 2017

From 6 April 2017 employers in Great Britain with more than 250 staff are required by law to publish the following four types of figures annually:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organization's pay structure

The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings and does not compare the pay received by men and women for doing the same or equivalent work.

This report shows the gender pay gap reporting results for Dunlop Aircraft Tyres Limited as at 5th April 2017.

	Gender Pay Gap %	Gender Bonus Pay Gap %
Mean	3.2%	-1,085.2%
Median	11.7%	-1,514.8%

A positive percentage figure indicates that female employees have lower pay or bonuses than males. Therefore a negative percentage indicates that female employees have higher pay or bonuses than males.

Proportion of Men and Women Receiving Bonus:



Quartile		
Upper	93.8%	6.2%
Upper Middle	99.1%	0.9%
Lower Middle	95.5%	4.5%
Lower	89.4%	10.6%

The above quartiles shows the percentage of men and women within differing pay rates

WHAT DOES THIS MEAN?

Gender Pay Gap:

The mean gender pay gap is the difference in the average hourly pay for female employees within a company compared to that of male employees. The median pay gap is the difference between the hourly pay rate for the “middle female” compared to that of the “middle male” if you were to line them up.

It is evident that within our manufacturing areas which are male dominated and where they receive a shift allowance that this premium contributes to the pay gap.

In our case the gender pay gap shows that males typically earn more than females within the Company.

Gender Bonus Pay Gap

The gender bonus pay gap shows quite significantly from a statistical point of view that females within the Company typically receive more bonus than males.

However of all females within the organisation only 4% earn bonus, whereas 68.3% of males receive bonus. In addition the Company runs two different bonus schemes, each with a differing pay potential. The employees receiving the lower incentive bonus plan are all male, whereas the higher incentive bonus plan whilst having a majority of

males as being eligible also has females. The plans are commensurate with job role of which the majority of bonus earners fall into this category.

Quartiles

The report shows that the workforce is predominantly male with all quartiles having more males than females. Overall the quartile with the most females in is the lower quartile with the 2nd highest being the upper quartile.

PLAN & SUMMARY

Dunlop Aircraft Tyres is committed to equality of opportunity in employment and as such commits to make full use of the talents and resources of all our employees and potential employees. Our Equal Opportunities policy applies to all aspects of employment, including recruitment, pay and conditions, training, promotion, disciplinary and grievance procedures and termination of employment and is supported by our Company Values.

As a result we operate flexi-time for daily working where possible and are open to requests for flexible working from employees, having a number of examples within the business.

We will going forward measure who is taking up flexible working arrangements to determine if this is affecting promotion opportunities.

As an industry that has notoriously been male dominated we will look of ways to attract more women into the business.

Within our recruitment processes we already ensure that all candidates are treated fairly and look to recruit from a wide pool of potential recruits. However, given the results of the gender pay gap report we will review our methods of recruitment and will work with recruitment agencies and head hunters etc. to improve the diversity of our workforce.

During employment within the Company we look to develop, motivate and engage our employees and regularly conduct Positive Climate Index surveys with interactive groups.

We will going forward measure how long it takes internal female candidates to get promoted from date of commencement and measure the numbers of women applying for promotions.

As an organisation with relatively low turnover it will take some time to increase the numbers of women within the Company.

However, by undertaking all of these activities we look to engage all of our employees to ensure that we have a culture that tackles inequality.

Gordon Roper
Chief Executive Officer

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Sarah Bentzen
HR Director

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