

Freudenberg Sealing Technologies Ltd

Gender Pay Gap Report 2022

March 2023

Introduction

At Freudenberg Sealing Technologies, we remain committed to fostering an inclusive work environment and promoting equal opportunities for all. Diversity and inclusion is a central part of our corporate culture and our commitment to diversity and inclusion is deeply rooted in the Freudenberg Guiding Principles. It is essential to us that everyone at Freudenberg Sealing Technologies is treated equally, with dignity and respect.

Our analysis shows that we have a mean gender pay gap 14.3%. While lower than last year, this is due to the same factors we have previously reported; namely we have fewer women in leadership roles within our business and we have a lower proportion of women in our manufacturing, engineering and specialist functions where we have a significant number of highly technical and shift-based roles which attract a pay premium.

At Freudenberg Group level, gender diversity has been an area of concentrated focus since 2015 and we have seen improvements in female representation in our senior and management roles. We have clear gender diversity targets and our Board of Management and senior leaders champion diversity. In 2020 the Freudenberg Group Diversity and Inclusion Community was established to further support our diversity plan.

In 2022, we established a DEI Committee within our Business Group. This group act as a sounding board, conduct internal and external analysis, review and propose practices/programmes and support communication. We have a range of global and local DEI programmes already underway.

Our focus remains on attracting, developing and retaining the diverse talents we need to fuel our innovations and take us into the future.

Peter Johnson



Senior Vice President, Fluid Power Division
Freudenberg Sealing Technologies Ltd

Our Report

Freudenberg Sealing Technologies Ltd compiles gender pay data annually for our UK facilities. Included in this report are the aggregated results from our manufacturing facilities in North Shields, Tyne & Wear and Blackburn, Lancashire in addition to our warehouse, sales & customer service centres in Rugby, Warwickshire and Derby, Derbyshire. This report includes all our relevant UK employees, a combined headcount of 320.

Our gender pay gap report meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations (2017) for organisations with more than 250 employees.

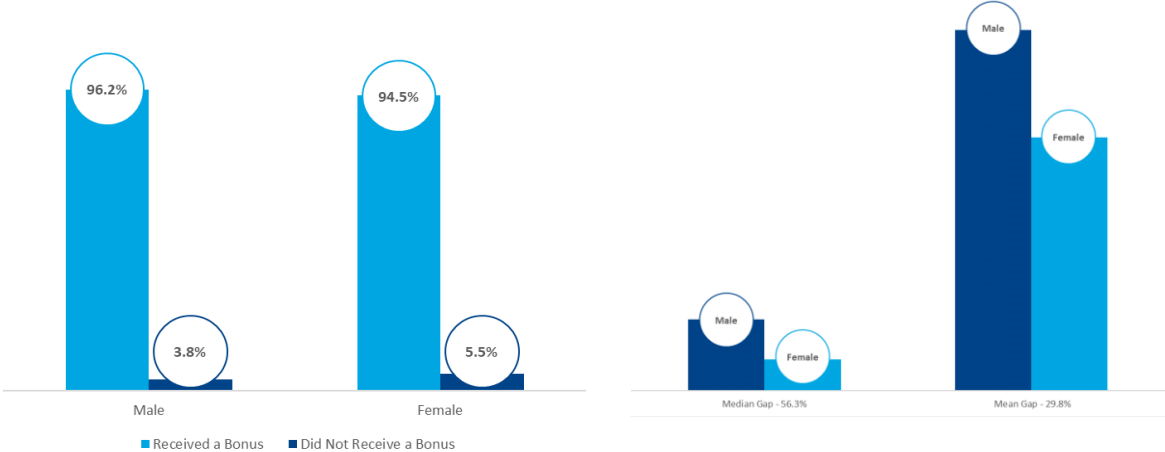
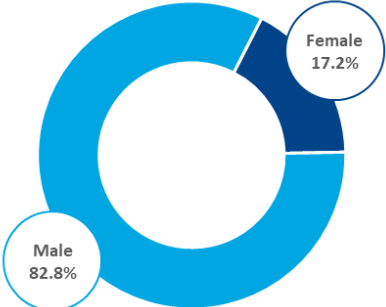
The gender pay gap is a measure which shows the difference in average earnings between men and women within an organisation, irrespective of the job they do. In any year, several different reasons will impact our gender pay gap such as general levels of workforce attrition, the number of females joining us in the early stages of their career, changes within our senior or specialist roles as well as organisational changes.

The gender pay gap is not the same as equal pay which requires men and women in the same organisation receive equal pay for equal work. We have a gender-neutral approach to compensation and benefits.

The mean pay gap is the difference in the average hourly pay for all women compared to all men. The median pay gap is the difference between the hourly pay rate of a woman at the mid-point of the population, compared to the pay rate of a man at the mid-point.

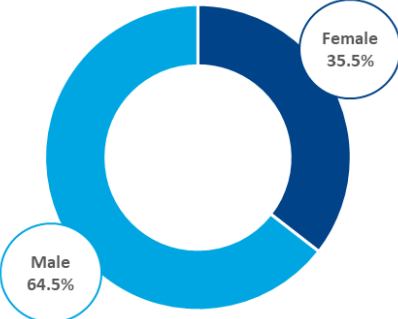
Pay Gap Data

Total U.K. Workforce

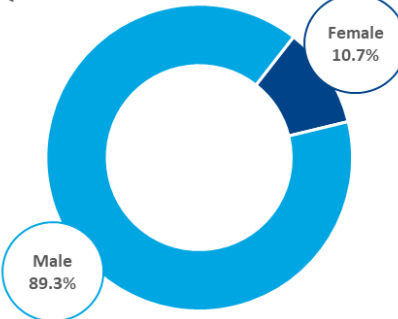


Pay Quartile Data

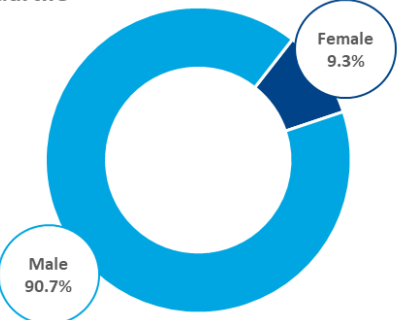
First Quartile



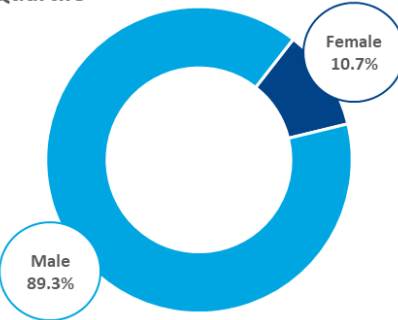
Second Quartile



Third Quartile



Fourth Quartile



Our Action Plan on Diversity & Inclusion

We continue to assess our employees on a regular basis with our global and local talent management programmes. We empower employees to increase their skills, knowledge and experiences and provide career opportunities for all. We have established coaching and mentoring programmes throughout our business as well as unconscious bias, diversity and inclusion training to support wider gender diversity. Our leadership programmes include diversity awareness as a core module and all employees are trained in our Guiding Principles and Code of Conduct.

We actively seek gender balance in all our candidate shortlists and only work with external partners who share this aim.

We are members of the Women's Engineering Society and advertise our engineering roles on their website. We believe this partnership will further support our diversity and inclusion strategy.

At Freudenberg Sealing Technologies Ltd we understand that historically, significantly more males study STEM subjects which has led to a smaller proportion of females entering the engineering and manufacturing sectors. Our gender pay gap highlights this disparity and we are committed to providing meaningful support and collaboration in our local communities. We continue to offer and expand our apprenticeship and work experience programmes in addition to specific and ongoing support for local schools.

