

Freudenberg Sealing Technologies Ltd

Gender Pay Gap Report 2024

March 2025

Introduction

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

Our analysis shows that we have a mean gender pay gap 23.4%. Although this represents an increase in the gap since 2023, the longer-term activities which are ongoing to address this are still proving successful in redressing the balance in our workforce. It is true that we still have fewer women in leadership roles within our business and we have a lower proportion of women in roles which have traditionally attracted a pay premium. However, we have retained women in these roles where they do exist and have increased the proportion of female employees generally which gives us a stronger pipeline to internally recruit women into in our manufacturing, engineering and management functions in the future.

At Freudenberg Group level, gender diversity has been an area of concentrated focus since 2015 and improvements have continued despite global challenges to the perception of diversity and inclusion. We have clear gender diversity targets and our Board of Management and senior leaders champion diversity.

Our D&I committees and communities at the Group and Business Group levels continue to act as a sounding board, benchmark and analyse internally and externally, review and propose practices or programmes and support communication. We have a range of global and local D&I programmes already underway.

Our focus remains on attracting, developing and retaining the diverse talent 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 317.

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.

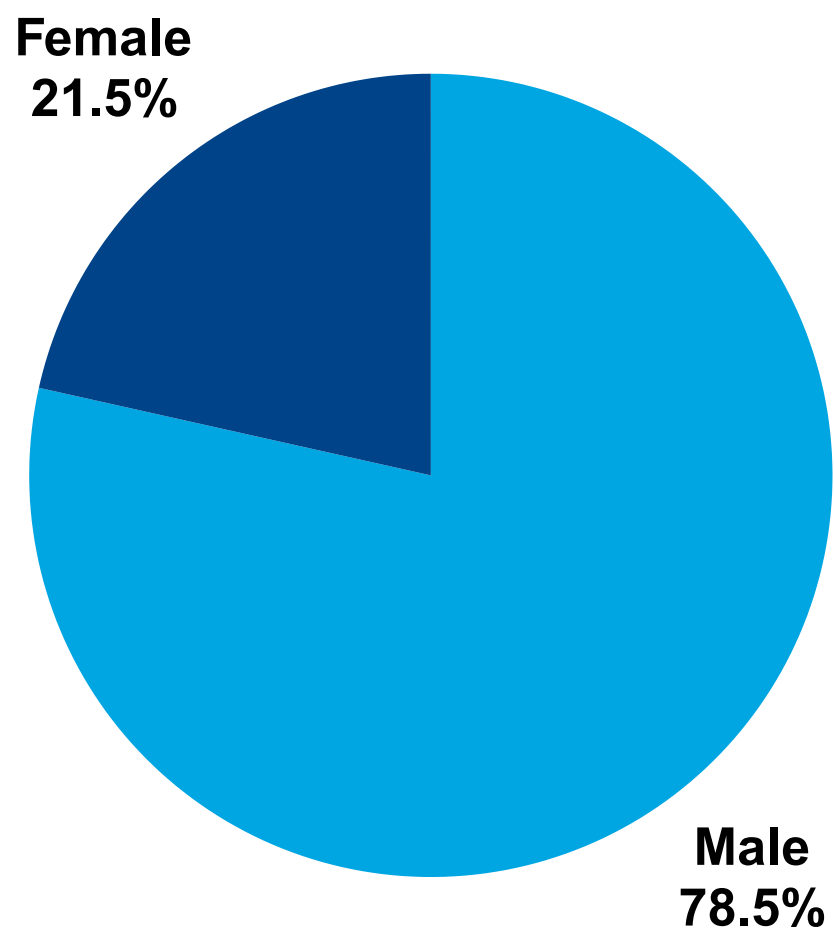
The gender pay gap is not the same as equal pay which requires men and women in the same organisation receive equal pay for equal work. We have a gender-neutral approach to compensation and benefits.

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.

This report provides a summary of our pay gap figures, a brief analysis of change and our action plan for 2025.

Our Pay Gap

U.K. Workforce



Our total percentage split of male and female employees has increased from 17.2% to 21.5% female employees in all roles. The higher-paid internal pay bands have also seen an increase in female representation

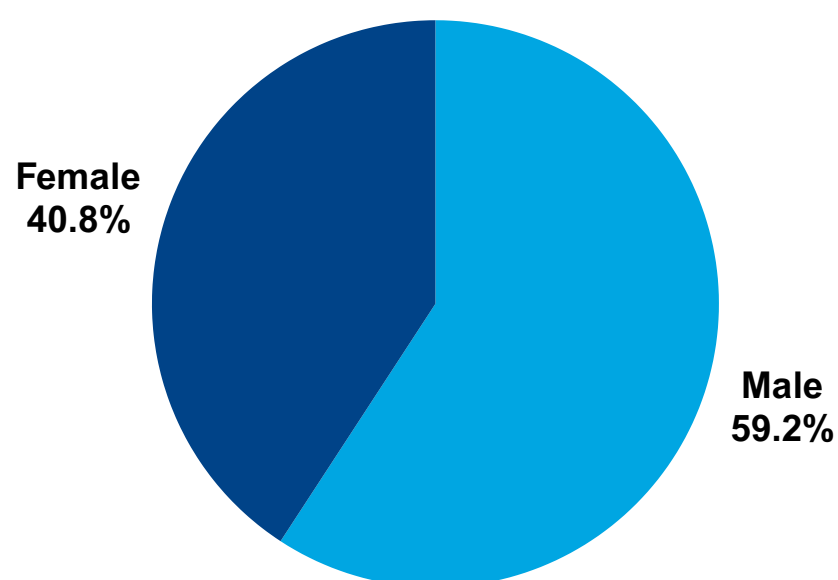
While the highest bands have remained static, the middle-top bands have seen an increased proportion of female employees without the same increase in most lower bands. Our pay bands are broad and represent a potential to earn more in the future.

There has been an increase of female employees in our lowest pay band which represents our apprenticeship programme; which has successfully welcomed three female apprentices. These are roles which will, on completion of training, sit within the middle-top bands and are a fantastic opportunity for career advancement.

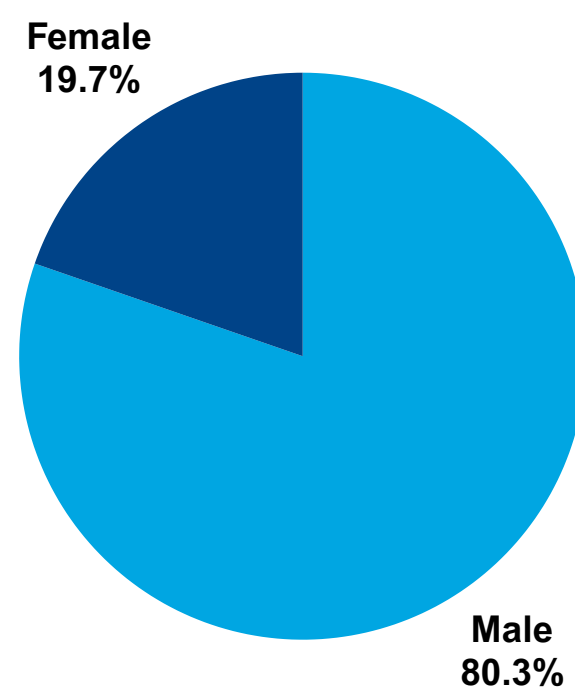
Pay Quartiles

We have seen an increase of female employees in all four pay quartiles but especially in the first and second where there is typically more variation in pay, but a higher proportion of female employees. Pay quartiles represent a more realistic view of progress as they deal with actual pay and show another successful year of change in our workforce.

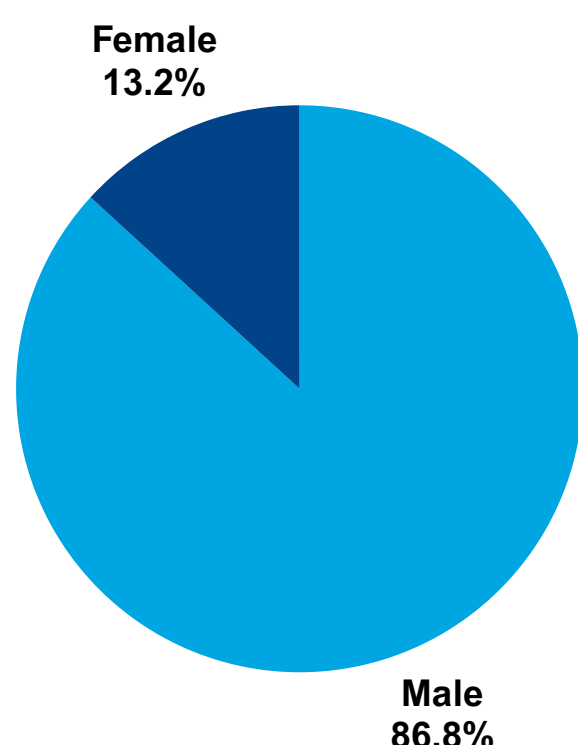
First Quartile



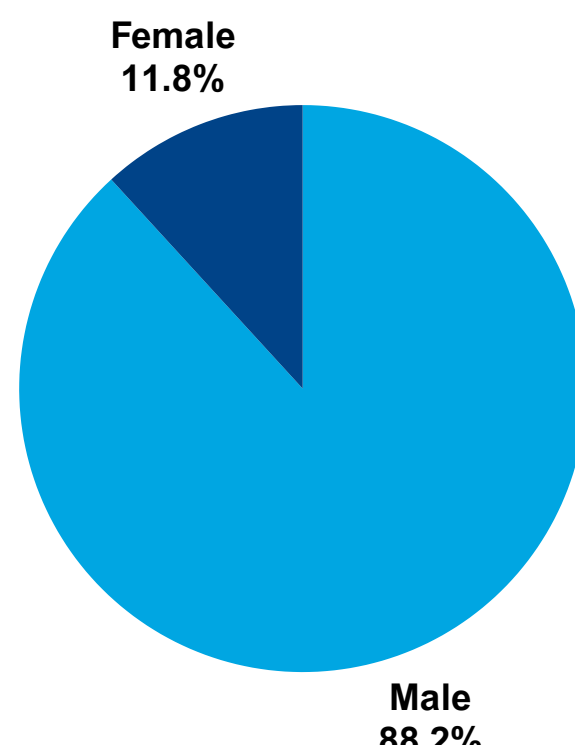
Second Quartile



Third Quartile



Fourth Quartile



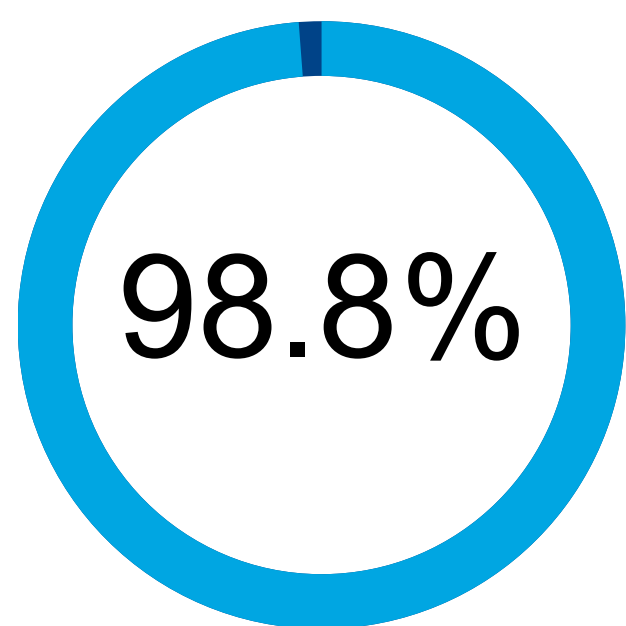
Our Pay Gap

Bonus Gap

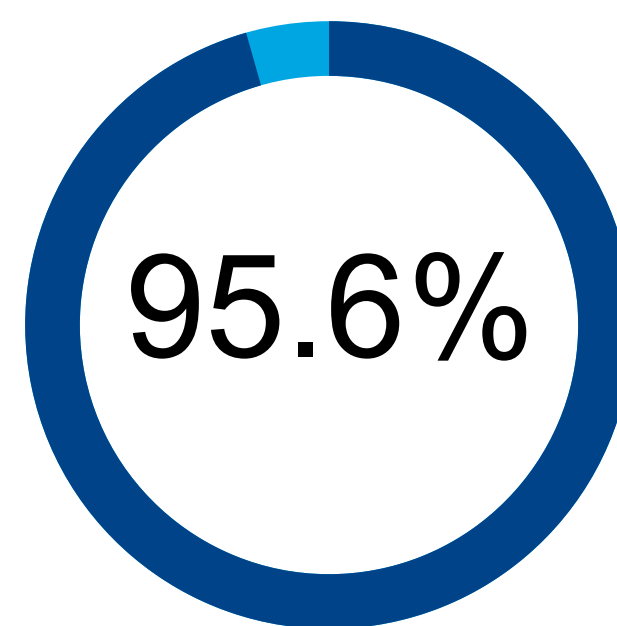
At the time of the snapshot date, 98.8% of males and 95.6% of females had been paid a bonus. This includes a Christmas bonus payable to those in employment at 15th December.

Some of our colleagues further qualify for a bonus based on company and individual performance.

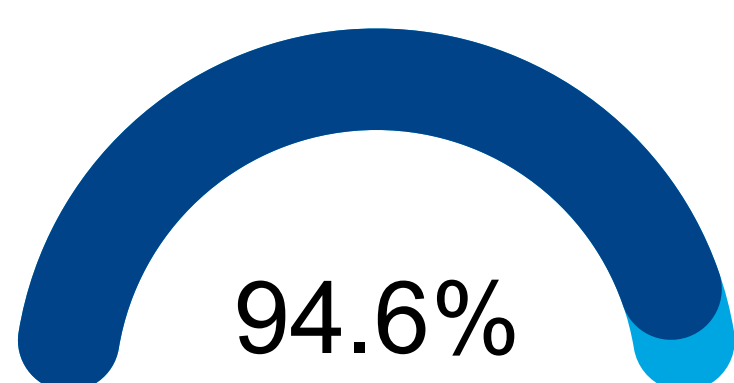
Male Employees Receiving a Bonus



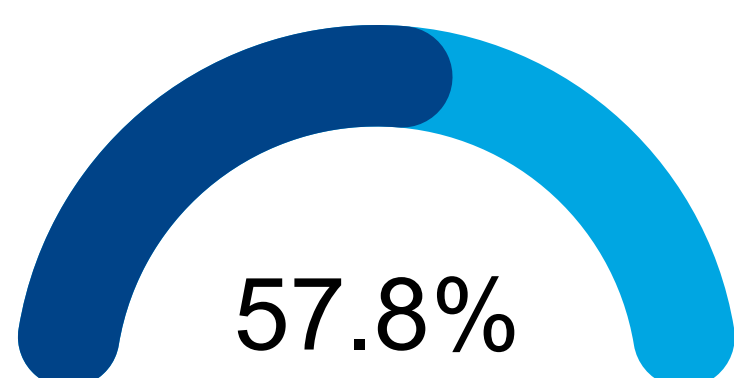
Female Employees Receiving a Bonus



Median Bonus Gap



Mean Bonus Gap



Our mean and median bonus gaps appear high due to the relatively large proportion of female employees who work in roles which do not typically qualify for a performance related bonus,. They do however qualify for our Christmas bonus which is substantially lower.

However, the balance of female employees who do qualify for a performance bonus has increased during the reporting period compared to 2023.

Our Action Plan

Workforce Planning

We will continue to actively encourage female applications to engineering and manufacturing roles by seeking gender inclusive shortlists, and we will only work with external partners who share in this goal.

We appreciate that historically, significantly more males studied STEM subjects which has led to a lower proportion of females entering the job marketing in engineering and manufacturing. This makes the steps we take to support access to, and transition from, education more important than ever.



FREUDENBERG
INNOVATING TOGETHER

Working at Freudenberg: "We will wow your world!" This is our promise. As a global technology group, we not only make the world cleaner, healthier and more comfortable, but also offer our 51,000 employees a networked and diverse environment where everyone can thrive individually. Be surprised and experience your own wow moments.

Freudenberg Sealing Technologies is a longstanding technology expert and market leader for sophisticated and novel applications in sealing technology and electric mobility solutions worldwide. Thanks to our unique materials and technology expertise, we are a proven supplier for demanding products and applications, as well as a development and service partner to customers in the automotive industries and in general industries. With our approximately 13,500 employees worldwide, we generate sales of about 2.5 billion euros.

Some of your Benefits

- Company Pension
- International Opportunities
- Sustainability & Social Commitment
- Personal Development
- E-Car Charging Station

Join us as a Process Engineer and become a part of our success story! You'll drive quality and productivity enhancements, working collaboratively with your highly motivated colleagues to revolutionise our processes and boost efficiency!

North Shields On-Site Freudenberg Sealing Technologies Limited

You support our team as
PROCESS ENGINEER

We will continue to partner with education providers, and local authorities to actively rebalance these figures in the long-term. Our meaningful collaboration with our local communities through the delivery of meaningful and high-quality work experience, workshops, and careers advice will continue to highlight and reverse this disparity.

We will continue to work with education providers to address the imbalance in female applications to our apprenticeship schemes, which will support the qualification and training of a greater number of female engineering technicians and engineers.

Our Action Plan

Learning and Development

Led by our global Diversity and Inclusion committee we will take direct action to embed D&I into day to day practices at all levels of the business, by ensuring all managers have the appropriate training and tools to do this.

We will continue with our roll out of unconscious bias, diversity, and inclusion training to support the promotion of diversity across the Company. We will extend this to first line managers to act as enablers to the overall strategy driven by our executive team.

A Family Friendly Workplace

We will maintain a continuous improvement approach to policy and reward development which ensures that our managers and current and future employees have the necessary framework to support and be supported at work.

In the coming reporting period we will work to broaden the range of employee's voices which inform our decision making. Where representatives are unlikely to share traits with future employees we will adopt extensive external benchmarking practices to future-proof our offering.

We will further develop our family friendly policies that support our employees who chose to take time out with their families to return to work and continue long careers with our Company. We will also craft policies that allow other parents to continue to support their families in line with our ethos as a family oriented business.

Talent Management

We will build on our ongoing work to cultivate an engaged workforce through our talent management processes globally and locally. These programmes empower employees to lead their own development and increase their skills, knowledge and experiences to generate positive career outcomes.

We will expand opportunities for advancement within the Freudenberg Group with global mobility programmes which will provide our colleagues with access to further their careers internationally.



diversity & inclusion
innovating together

Diversity and Inclusion

We will continue to approach D&I holistically and implement strategies and activities that improve our gender balance and provide opportunities to our female employees as well as our diverse talent more broadly.

We will hold events which cater specifically to issues affecting female employees and give more opportunities to come together through our global Women@FST employee network.

