

# Freudenberg Sealing Technologies Ltd

## **Gender Pay Gap Report 2021**

March 2022

# 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. Our commitment to diversity and inclusion is deeply rooted in the Freudenberg Guiding Principles. We believe diverse teams fuel our innovations. It is essential to us that everyone at Freudenberg Sealing Technologies is treated equally, with dignity and respect. We clearly see the necessity and benefits of diversity in the company.

Our analysis shows that we have a mean gender pay gap 16%. This increase 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.

We will continue to monitor our gender pay gaps levels, focus on ways to attract, retain and develop our diverse talent and actively support company-wide initiatives encouraging diversity and inclusion.



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 as well as our warehouse & customer service centre in Rugby, Warwickshire. This report includes all our relevant UK employees, a combined headcount of 291.

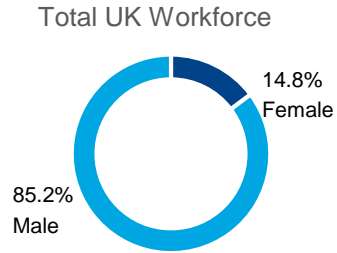
Our Gender Pay Gap report meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations (2017) for organisations with more than 250 employees.

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, a number of 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.

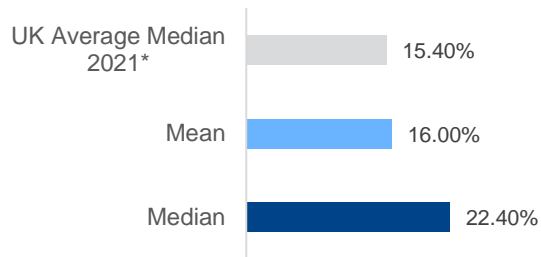
The Gender Pay Gap is not the same as equal pay which requires men and women in the same organisation receive equal pay for equal work. We have a gender neutral approach to compensation and benefits.

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.

# Our Data

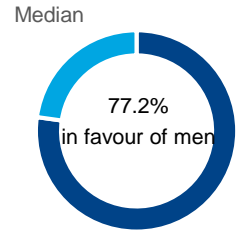
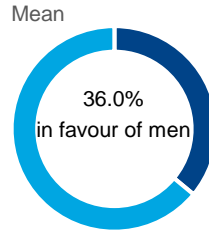


### Gender Pay Gap



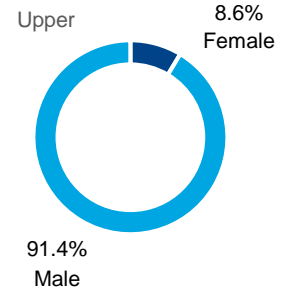
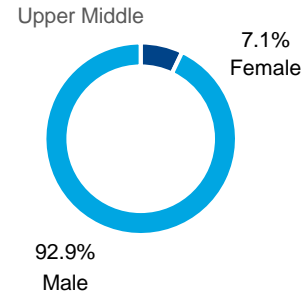
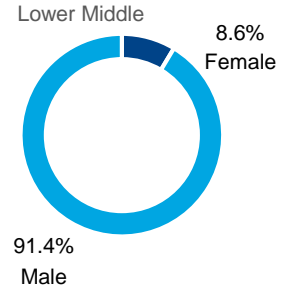
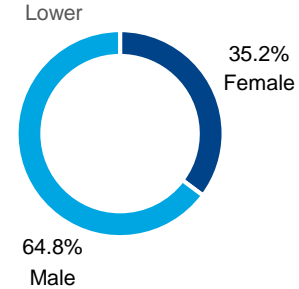
\* Source: ons.gov.uk

### Bonus Pay Gap



The proportion of employees who received a bonus payment:  
Male 98% Female 100%

### Pay Quartiles



# Our Action Plan on Diversity & Inclusion

To address the gender balance and increase the proportion of women across the entire business, and especially in our technical and senior roles, we must continue to maintain an inclusive work environment where all employees feel valued, respected and heard, and everyone can reach their full potential.

At Freudenberg Group level, gender diversity has been an area of concentrated focus since 2015. We have an aligned strategic focus across all Business Groups to boost female representation in our senior and management roles and have clear gender diversity targets. 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. To celebrate International Women's Day in 2022 female associates across the Freudenberg Group were invited to join a virtual Meet & Network event to learn about established female networks and to explore the possibility of creating networks in the various regions.

In 2022, we established a Diversity & Inclusion Committee within our Business Group, Freudenberg Sealing Technologies, to support our ongoing journey to further improve diversity and inclusion and our senior leaders report diversity data in business reviews.

At a local level we continue to support our female colleagues with a range of women's health initiatives.

# 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 have introduced our RISE (recruitment, interviewing and selection excellence) guide for hiring managers to raise awareness of subconscious bias.

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.

We continue to offer and expand our apprenticeship and work experience programmes to encourage future generations into the engineering/manufacturing sector.

# Our Action Plan on Diversity & Inclusion

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 work with New York Primary School who were awarded a grant from the Freudenberg e<sup>2</sup> programme. The e<sup>2</sup> programme – representing education and environment – supports greater connection between local Freudenberg businesses and the communities in which they operate by providing funding and expertise from actively involved employees. The e<sup>2</sup> grant will provide for a purpose-built and dedicated STEM Hub, powered by renewable energy. This facility will strengthen the context within learning and provide pupils with practical opportunities to work within STEM subjects. The funding is complemented by a varied programme of support from our employees to encourage all primary school pupils, especially girls, to become and remain interested in STEM. Due to the pandemic, the building project was delayed but is scheduled to be complete before the end of the academic year.

We continue to work closely with Burnside College through the North East Local Enterprise Partnership and the Enterprise Advisor Network. The Enterprise Advisor Network connects senior business leaders with schools and colleges, working closely with their senior leadership team to develop and drive their careers strategy. We have established a series of events for the 2021/22 academic year to help pupils gain more experience and exposure to engineering and manufacturing and to understand the varied career opportunities available and we were delighted to hold an onsite event with year 11 students.

