

Freudenberg Sealing Technologies Ltd

Gender Pay Gap Report 2018

March 13th 2019

Introduction

At Freudenberg Sealing Technologies, we are committed to fostering an inclusive work environment and promoting equal opportunities for all. Diversity is anchored in the company's values and principles and 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 median gender pay gap of 9.5% which is a reduction of 1% from last year and significantly lower than the 2018 national average of 17.9%*. It is caused by the same factors we reported in 2017; namely we have fewer women in leadership roles within our business and we have a lower proportion of women in our manufacturing and engineering 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.

Peter Johnson



Senior Vice President , Division Damper & Steering
Freudenberg Sealing Technologies Ltd

* source: Office of National Statistics

Our Report

The data provided in this report covers two locations within the UK – our manufacturing facility in North Shields, Tyne & Wear, and our warehouse & customer service centre in Lutterworth, Leicestershire.

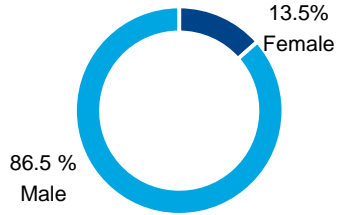
The gender pay gap is a measure which shows the difference in average earnings between men and women within an organisation, irrespective of the job they do. The gender pay gap is not the same as equal pay which ensures that men and women receive the same pay for carrying out the same work or equivalent work.

The Median Pay Gap is the gap 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.

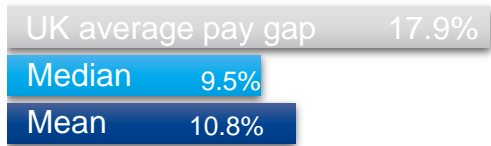
The Mean Pay Gap is the difference in the average hourly pay for all women compared to all men.

Our Data

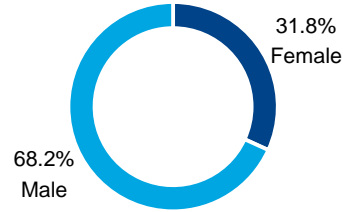
Total Workforce



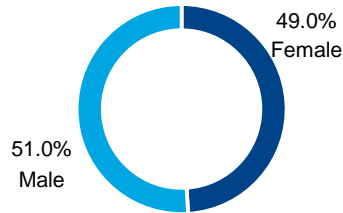
Gender Pay Gap Results



Bonus Pay Gap Mean



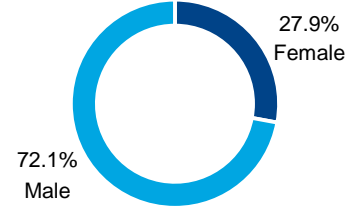
Median



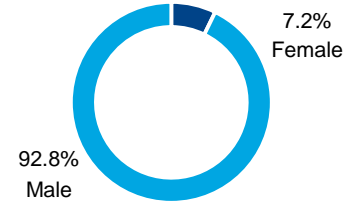
The proportion of employees who received a bonus payment:
Male 99% Female 94.7%

Pay Quartiles

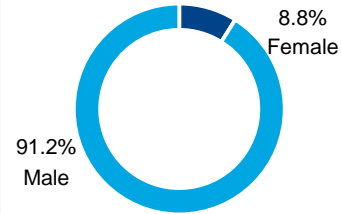
Lower



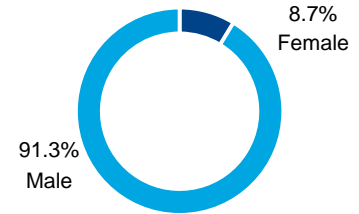
Lower Middle



Upper Middle



Upper



Our Action Plan on Diversity & Inclusion – in summary

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 everyone can reach their full potential.

At a Group level, we have a strategy to boost female representation in our senior and technical roles through our Diversity and Authentic Inclusion programme. Our Board of Management and our senior leaders champion diversity.

We continue to assess our employees on a regular basis with our global and local talent management programmes and support employees to increase their skills, knowledge and experiences and provide career opportunities for all. We have established coaching and mentoring programmes throughout our business and last year launched our Unconscious Bias training to support wider gender diversity. In addition our leadership programmes now include diversity awareness as a core module.

We actively seek gender balance in all our candidate shortlists, we continue to offer and expand our apprenticeship and work experience programmes to encourage future generations into the engineering sector and we have started work with local schools to encourage children, especially girls, to become and stay engaged in STEM subjects.

