



GRAINGER & WORRALL

GENDER PAY GAP REPORT 2019



Grainger and Worrall Limited has a diverse workforce. We are committed to creating a working environment in which every employee has the skills they need to carry out their job effectively and safely and to help them to achieve their full potential, and in which all decisions are based on merit.

Grainger and Worrall Limited is required by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish statutory calculations every year showing how large our pay gap is between our male and female employees.

Grainger and Worrall Limited's Median Gender Pay Gap



Grainger and Worrall Limited's Mean Gender Pay Gap



Bonus Median Pay Gap

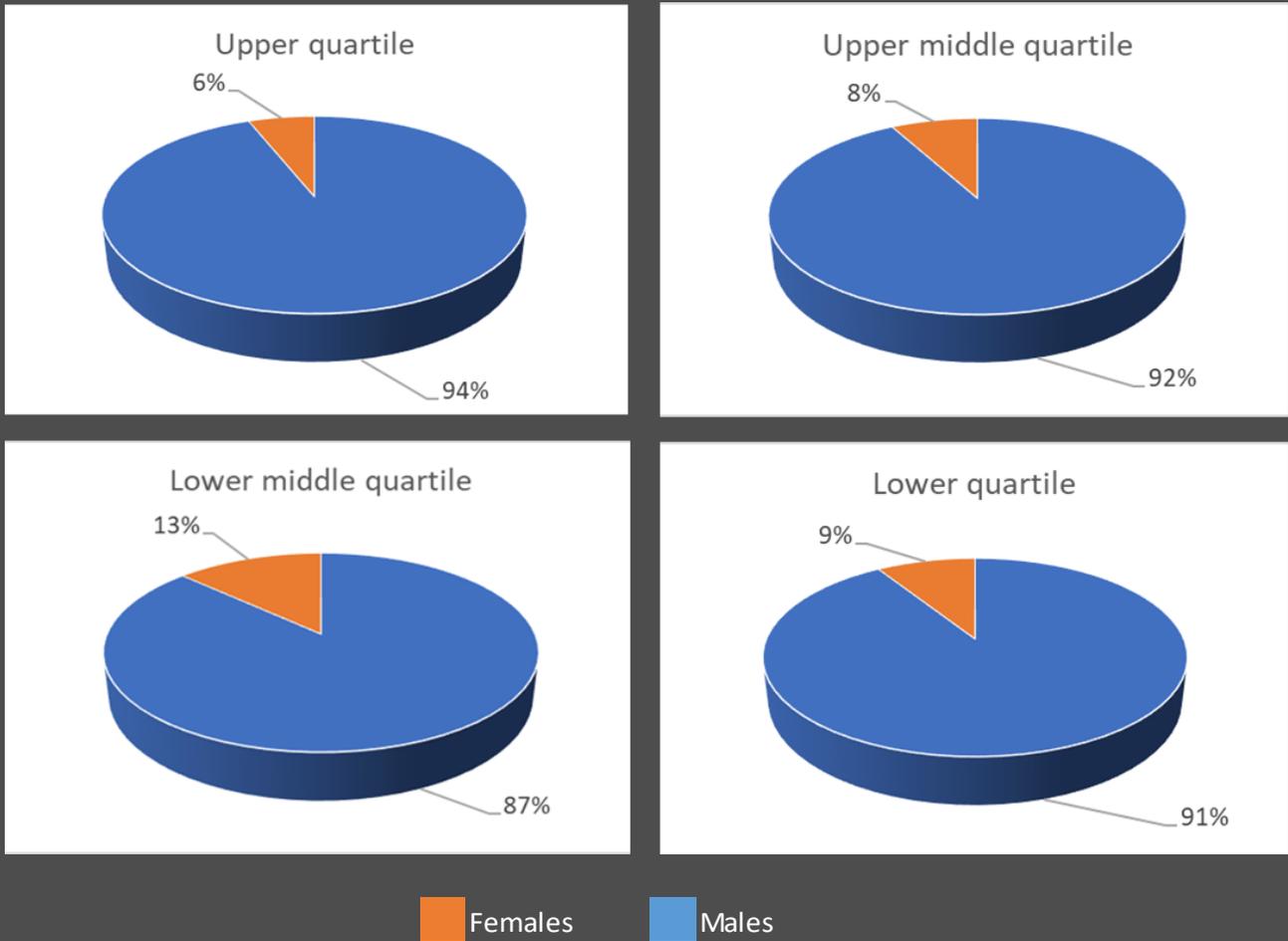


Bonus Mean Pay Gap



Office for National Statistics UK Average Gender Pay Gap is 17.3%.

Proportion of males & females in each pay quartile



Proportion of males & females receiving a bonus payment



Understanding the gender pay gap compared to last year

- In 2019, the Company is reporting a 6.13% decrease in our median gender pay gap since last year, and a 2.25% decrease in our mean gender pay gap.
- No cost of living increase was awarded to employees during the period between April 2018 and April 2019 and therefore the gender pay gap in comparison with 2018 was not further compounded.

- Against a workforce where 91.9% are male, 12% of new starters during the period since our April 2018 Gender Pay Gap Report were female.
- Pay rises awarded as a consequence of progression or promotion in the previous 12 months were made to 15.8% of female employees compared to 10.7% of male employees receiving a pay rise. Furthermore, female employees received a mean average of a 15.8% pay rise, whereas male employees received a mean average pay rise of 10.7%.

What our data shows us

- The engineering and foundry sectors remain under-represented by women across the UK and these two sectors combined form the majority of our workforce.
- Occupational segregation - the inequality in the distribution of women and men across different occupational categories which often commences in their educational choices – comprises a significant cause of our gender pay gap.
- The hourly pay rates used to calculate average pay include basic pay, shift allowances and call-out payments. Analysis of the number of women in our foundry continues to show that the majority work on the dayshift for which there is no shift allowance paid, whereas the majority of employees who work on shifts that attract a shift allowance are male. Consequently, this contributes to why we have a gender pay gap.
- There remain relatively few females in senior leadership roles
- All employees that were employed in December 2018 received an End-of-Year bonus; save that those employed for less than 6 months at the time the bonus was paid received a payment of 50% value compared to those with over 6 months service. The reason that the proportion of men and women receiving a bonus does not equal 100% is that there were new starters to the Company between January and April 2019. In addition, some performance related bonuses were paid to Directors and some Executive Managers within the Company against specific pre-agreed targets.
- The median bonus gap of 0% is reflective of the majority of employees receiving only the End of Year Bonus; the mean bonus gap is influenced by an under-representation of females in the upper pay quartile, who are in receipt of the highest value bonuses.
- Gender Pay Gap reporting is distinct from equal pay, which relates to what women & men are paid for performing equal work. Grainger and Worrall Limited is confident that its gender pay gap is not related to an equal pay issue.

How we are tackling our gender pay gap

Investment

Approximately 60% of our workforce work within our foundries. The nature of this involves a moderate level of manual handling which tends to attract only a small number of female applicants. In the 12 month period between April 2018 and April 2019, we invested over £2M in automated plant and lifting equipment including auto-grinders, a robotic fettling machine, and additional cranes and manipulators which has assisted in reducing the extent of manual labour in certain foundry areas.

Recruitment & Selection

We continue to tackle occupational segregation (the inequality in the distribution of women and men across different occupational categories) at a local level by partnering with local schools and colleges, along with universities that provide engineering degrees relevant to our requirements, to promote career opportunities in the engineering and foundry sectors as a future career for females.

We use structured interviews in the majority of recruitment undertaken and we use skill-based assessment tasks in recruitment, where possible, wherein tasks are standardised and scored objectively.

A percentage of appointments are ex-employees wishing to return to the Company, so allowing those to return who take career breaks for various reasons including for caring responsibilities.

Learning and Development

We are part of a consortium of four shareholder businesses in the Marches Centre of Manufacturing and Technology which opened in 2017 and has the vision of “Inspiring Engineers for a Changing World”.

All of our employees have the same access to learning and development opportunities, so ensuring women are given fair & equal opportunity to progress. Through our appraisal process, we develop a career plan for employees irrespective of gender.