

# GENDER PAY GAP REPORT



Xtrac Limited is recognised as the world leader in the design and manufacture of transmission systems supporting a wide client base covering top level Motorsport and High Performance Automotive.

The Gender Pay Gap report is based on data as at 5<sup>th</sup> April 2018. On this date 94% of employees were male and 6% were female.

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at 5<sup>th</sup> April 2018.

## Pay Gap

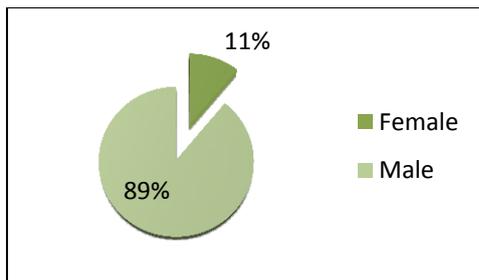
Difference between Men and Women		
	Mean	Median
Pay	16%	7%

## Bonus Gap

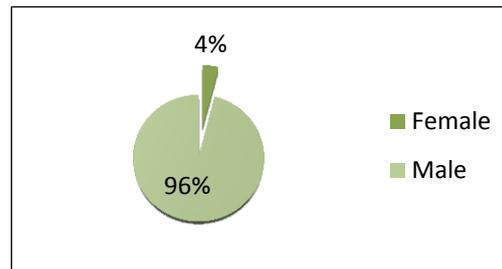
No bonuses were awarded to any employee.

## Pay Quartiles

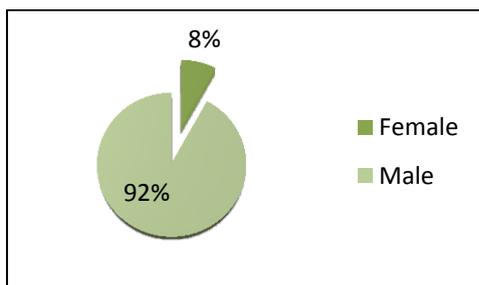
### Lowest



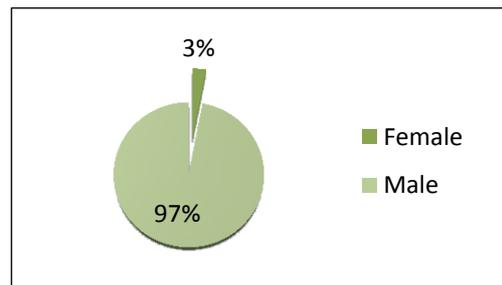
### Quartile 2



### Quartile 3



### Highest



## Commentary

- Since April 2017 our mean gender pay gap between men and women has dropped by 7% points and therefore it is pleasing to report that we are closing the gap between the mean pay rates. Our median rate has increased by 1% point, although we are 2% points lower than the median reported nationally from the April 2017 data.
- There are no differences in pay rates for different genders occupying equivalent roles at Xtrac Limited and we are confident that any gap in pay identified is as a result of gender mix than the result of any pay difference between males and females of a similar grade. We are aware that our gender pay gap is driven by an imbalance of women in senior positions and we will continue to strive to address this.
- We do acknowledge that this distortion in male and female staff highlights a separate issue of STEM roles being traditionally male dominated which is perceived as a norm within our industry. Our recruitment process and practice coupled with our open and inclusive ethos aims to encourage women into STEM roles and we have an award winning Apprenticeship scheme and Undergraduate scheme which is open for all to apply. To encourage females into these schemes we visit local schools, colleges and careers fairs to highlight the different careers in Engineering and opportunities available to them at Xtrac.
- We have Night Shift employees who have a premium applied to their hourly rate and this has been accounted for in the data.
- Since the snapshot of data taken on 5<sup>th</sup> April 2018 we have increased the number of women employed into a variety of roles within Xtrac by 28%. We will continue to strive to ensure that we make Xtrac Limited an employer of choice by continually reviewing our policies and tracking the data of applicants who apply for vacancies within Xtrac.

I can confirm the data reported is accurate.



**Adrian Moore**  
**Chief Executive Officer**  
**March 2019**