

Ferdinand Bilstein UK Ltd.
Gender Pay Gap Report 2019



What are the underlying causes of Ferdinand Bilstein UK Ltd.'s gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Ferdinand Bilstein UK Ltd are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.



What is Ferdinand bilstein UK Ltd is doing to address its gender pay gap?

Ferdinand Bilstein UK Ltd carried out the following to help reduce our gender pay gap:

- pay and benefits audits at regular intervals;
- provides regular training for all managers and other staff members who are involved in pay reviews; and
- Evaluates job roles and pay grades as necessary to ensure a fair structure.
- Provide support for women returning to work and have been actively ensuring men are aware of their shared parental leave entitlement

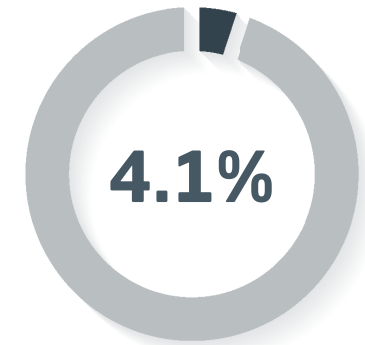
Ferdinand Bilstein UK Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.



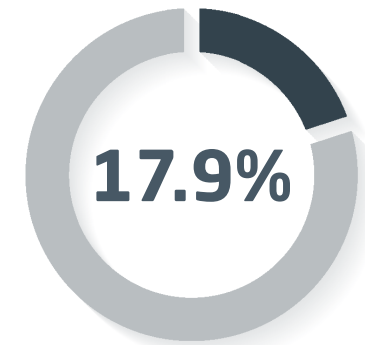
How does Ferdinand bilstein UK Ltd.'s gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that our gap compares favourably with that of other organisations, including those within our industry.

Our gender pay gap is 4.1% which is lower than the UK average benchmark of 17.9% at April 2018 and shows the demographic split of our industry. When comparing like for like jobs such as Warehouse Operatives, Customer Care Advisors and IT technicians, our pay and benefits are equal for all team members.

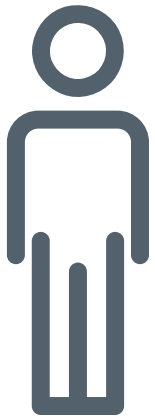


FBUK Gender Pay Gap



UK Benchmark Gender Pay Gap

Gender Pay Gap



Mean: £12.78
Median: £10.45



Mean: £12.25
Median: £11.38

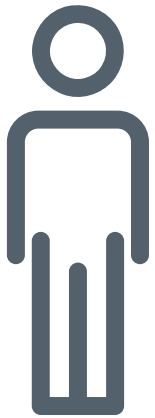
Mean Pay Gap
£0.53

Mean Pay Gap %
4.1

Median Pay Gap
-£0.93

Median Pay Gap %
-8.9

Gender Bonus Gap



Mean: £1,680.22
Median: £1,319.42

Received Bonus %
60.5



Mean: £1,226.37
Median: £1,122.30

Received Bonus %
69.1

% Bonus Gap
-8.6

% Bonus Gap Mean
27.0

% Bonus Gap Median
14.9



Gender Pay Gap

	Mean	Median		Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Males	£12.78	£10.45	Min	£7.80	£8.97	£11.58	£13.80
Females	£12.25	£11.38	Max	£8.97	£10.84	£13.65	£61.32
Pay Gap	£0.53	-£0.93	Males %	76.4	67.3	60	72.7
Pay Gap %	4.1	-8.9	Females %	23.6	20.7	40	27.3

Gender Bonus Gap

	Reveived Bonus	Mean	Median
% Males	60.5	£1,680.22	£1,319.42
% Females	69.1	£1,226.37	£1,122.30
% Bonus Gap	-8.6	27.0	14.9

