

Ferdinand Bilstein UK Ltd.

Gender Pay Gap Report 2023



Ferdinand Bilstein UK Ltd.

Gender Pay Gap Report
2023

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.

The management workforce is made up of a higher percentage of men than women. There is significantly more female employees working reduced hours in comparison with male employees. This has impacted the Gender Pay Gap.

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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.

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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 11.8% which is lower than the UK's median gender pay gap which was 14.3% in 2023. 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.

**Ferdinand Bilstein
UK Ltd.
11.8%**



**UK Median
14.3%**

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Gender Pay Gap



Males

Mean: £14.53
Median: £13.23

Pay Gap: £1.72
Pay Gap: 11.8%



Females

Mean: £12.81
Median: £11.50

Pay Gap: £1.73
Pay Gap: 13.1%

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Gender Bonus Gap



Received Bonus

Males: 99.1%

Mean

£2,098.71

Median

£2,250.00



Females: 98.2%

£1,580.34

£1,624.35

Bonus Gap: 0.9%

24.7%

27.8%

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Gender Pay Gap

	Mean	Median
Males	£14.53	£13.23
Females	£12.81	£11.50
Pay Gap	£1.72	£1.73
% Pay Gap	11.8	13.1

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
% Males	56	63.9	70.2	77.1
% Females	44	36.1	29.8	22.9

Gender Bonus Gap

	Received Bonus	Mean	Median
% Males	99.1	£2,098.71	£2,250.00
% Females	98.2	£1,580.34	£1,624.35
% Bonus Gap	0.9	24.7	27.8