



GS Yuasa Battery Manufacturing Ltd
Gender Pay Gap Report
April 2019

Company

GS Yuasa Battery Manufacturing UK Ltd (hereafter referred to as *GYMUK* or *the company*) is a lead-acid battery manufacturing company located in Ebbw Vale, South Wales. The company is part of the GS Yuasa Battery Europe Ltd group of companies, which have sales offices in Swindon, United Kingdom; Lyon, France; Düsseldorf, Germany; Milan, Italy and Madrid, Spain. The ultimate parent company is GS Yuasa Corporation, which is headquartered in Kyoto, Japan and listed on the Tokyo stock exchange.

Introduction

At GYMUK we believe in promoting equality and diversity amongst our workforce. As such, we welcome the opportunity to publish the information required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The statistics referred to in this report were compiled using the methodologies set out in the Regulations as at the 5th April 2018 (the *reporting date*).

Gender pay gap

Mean gender pay gap	-56.2%
Median gender pay gap	-66.8%

A negative pay gap means that the average female wage is greater than the average male wage

A negative gender pay gap exists within the company, which means that, on average, the hourly rate of female employees is higher than that of male employees. This is a consequence of there being, on average, more female employees occupying professional roles within the company than male employees. This is explained further below.



Pay quartiles by Gender

The table below illustrates the proportions of males and females by pay quartile. It was prepared by ranking all employees in order of hourly pay rates from lowest to highest and then dividing them into four equally-sized pay quartile groups. From this data the proportions of males and females in each of the quartiles were calculated.

	% Male	% Female
Lower quartile	100%	0%
Lower middle quartile	100%	0%
Upper middle quartile	100%	0%
Upper quartile	99%	1%

At the reporting date there were 368 people identified as full-pay relevant employees, of which 367 were male and 1 was female. The gender balance of the company's employees is overwhelmingly male due to the nature of the work undertaken by the company.

The manufacturing process involves the smelting and refining of lead, the manipulation of lead oxides, mixing and pasting, melting and casting of lead and the trimming, abraiding and cutting of pasted plates.

The company recognises the potential health hazards of working with lead and its responsibility towards its employees to control their exposure to lead in the workplace. The company adheres to the Control of Lead at Work Regulations 2002 Approved Code and Guidance issued by the Health and Safety Executive ("the Code").

"The Code" specifically prohibits young persons and women of reproductive capacity from working in the lead-acid battery manufacturing process. The company openly considers male and female applicants in the recruitment process within the strict confines of "the Code".

The company is increasing its efforts to attract female employees in areas of the business where women of non-child-bearing age can be employed.

The company is supported from an administrative perspective by the parent company, GS Yuasa Battery Europe Ltd, who are based on the same site as GYMUK. At the reporting date, 7 of the 14 employees (50%) of GS Yuasa Battery Europe Ltd are female.



Bonus pay

	% Male	% Female
Percentage of employees who received bonus pay	0.5%	0.0%
Mean	Median	
Gender bonus gap	100%	100%

The company incentivises and rewards its employees using a number of methods, offering competitive basic salaries, shift allowances, attendance awards, overtime rates as well as pensions and other benefits. Bonus schemes do not form part of the remuneration packages of non-Senior employees. As such, the overall percentage of people eligible for bonus pay is less than 1% across the business and 100% of those eligible for bonus pay are male. The mean and median gender bonus gap is therefore 100%.