

Gender Pay Gap Report 2018



Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing any pay gap between their male and female employees.

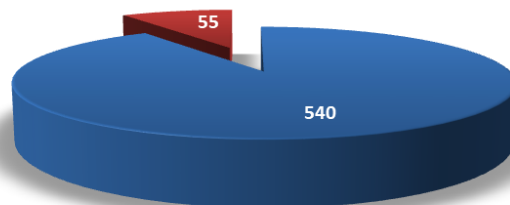
Originally founded in 1904 as Excelsior Motor Radiator Company, DENSO acquired the manufacturing facility in 1989 which was to become DENSO Marston Ltd, with a focus on manufacturing cooling systems for construction, industrial and agricultural applications.

At the date of snapshot, 5th April 2018, we employed 610 associates, with 595 being reported as relevant employees.

Working in manufacturing; a heavy engineering role, we recognise that our industry sector is evident as being male orientated. We also have a workforce made up of General Operatives, which is representative in our figures.

DENSO Marston is committed to a culture that promotes diversity through engaging with the local community, schools, colleges and universities. By doing this we hope to promote engineering as a career path for female associates, thus breaking our male dominated environment.

Total Employees 595 – 5th April 2018



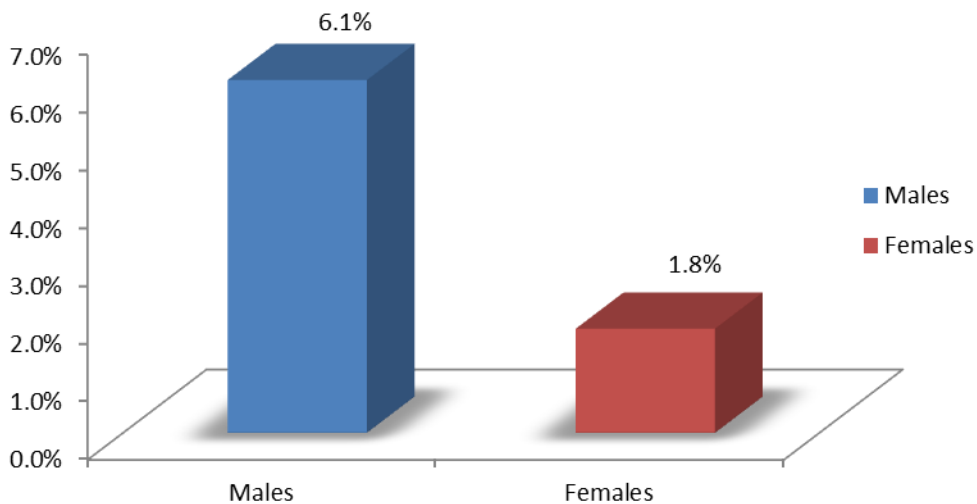
■ Male ■ Female

Pay differences between Male and Female Employees

	Mean	Median
Hourly Rate of Pay	9.40%	4.30%
Bonus Pay	-95.90%	-167.40%

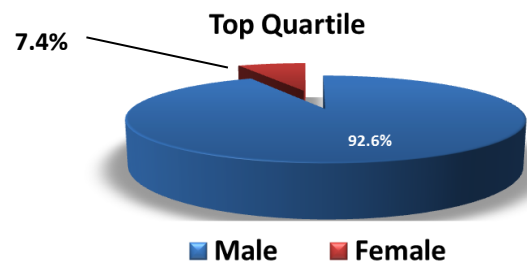
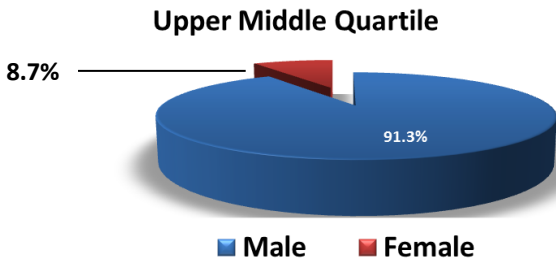
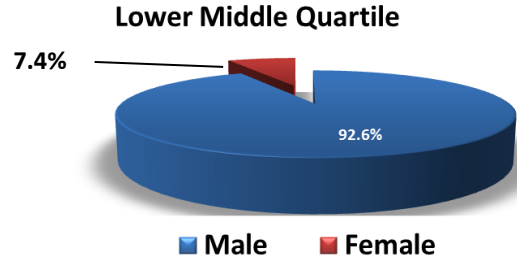
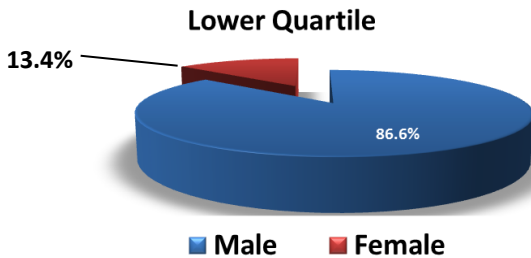
We will continue to work on strategies to actively encourage females into the business to broaden our gender balance, particularly in senior positions.

Proportion of Male and Female Associates receiving Bonus Pay



Quartile Paybands

There is a similar male and female ratio across 4 quartiles. This indicates that there is an even percentage of male and female associates, in all positions and grades, across the business.



Data Information

Pay data for employees is taken from the pay period 5th April 2018 (i.e. payments made in the month of April 2018) as specified by UK regulations. The pay calculations are based on total pay received in the month of April 2018 and includes basic salary, allowances and shift premiums

Bonus payment data for employees are actual payments made in the 12 months prior to 5th April 2018, as specified by UK regulations.

I confirm the data in this report is accurate

Beverly Sagar

Head of Human Resources – DENSO Marston Ltd.