

Gender Pay Gap Report 2017



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.

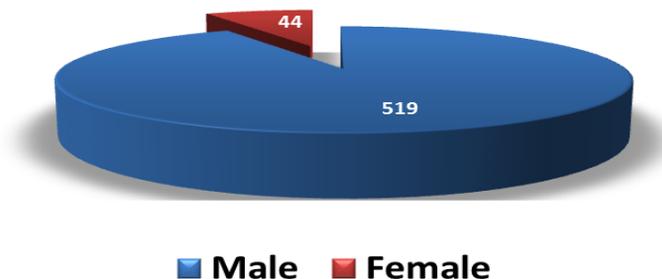
Originally founded in 1904 as Excelsior Motor Radiator Company, DENSO acquired the manufacturing facility in 1989 which was to become DENSO Marston Ltd, with a focus on manufacturing cooling systems for construction, industrial and agricultural applications.

At the date of snapshot, 5th April 2017, we employed 563 associates. Having reviewed the data in detail, we are confident that our pay grading system is effective in ensuring equal opportunities across the business.

A high proportion of our workforce is made up of General Operatives within our manufacturing section. We engage in heavy engineering manufacturing which we recognise is a factor on those applying for General Operative positions. In terms of other positions within the company the distribution of male to female employees reflects the distribution of applications that we receive for these positions.

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 563 – 5th April 2017

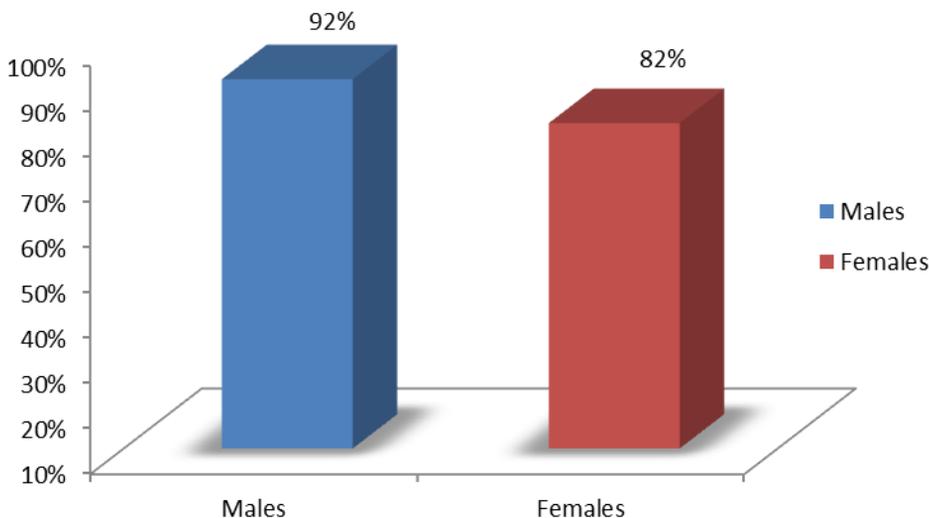


Pay differences between Male and Female Employees

	Mean	Median
Hourly Rate of Pay	6.66%	4.80%
Bonus Pay	24.09%	0.00%

As you can see from our statistics, the median of both hourly rate of pay and bonus pay, between male and female associates, is less than 5%. We are aware that the mean of both hourly rate of pay and bonus pay is higher for our male population. This is not a reflection on our gender pay but instead reflects our male dominated environment. We will continue to work on strategies to actively encourage females into the business to broaden our gender balance.

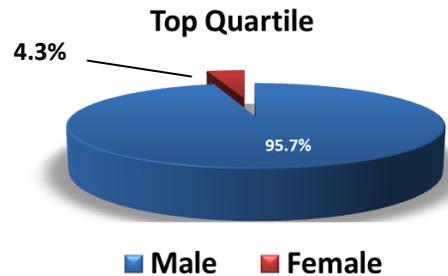
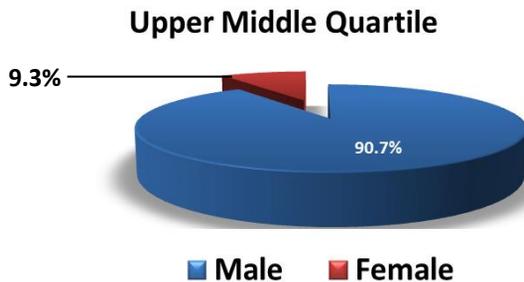
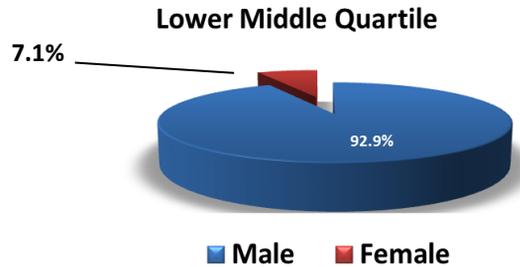
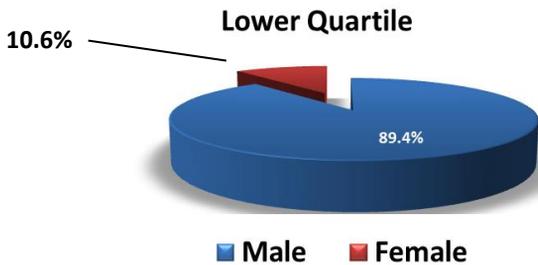
Proportion of Male and Female Associates receiving Bonus Pay



The difference of Male and Female Associates receiving bonus was 9.70%. However, the population of females increased by 18% during the time the bonus was paid out (May 2016) and at our snapshot date (April 2017).

Quartile Paybands

There is a similar male and female ratio across 3 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 2017 (i.e. payments made in the month of April 2017) as specified by UK regulations. The pay calculations are based on Full Time Equivalent (FTE) adjusted total pay received in the month of April 2017 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 2017, as specified by UK regulations and are not FTE adjusted.

I confirm the data in this report is accurate

Beverly Sagar

Head of Human Resources – DENSO Marston Ltd.