



Gender Pay Gap: 2022

Background

In April 2017 the Gender Pay Gap Reporting regulations came into force making it a legal requirement for UK companies with a workforce of more than 250 people to publish their gender pay gap.

The gender pay gap is the difference in average hourly earnings for all qualifying men and women across an organisation. However, there is sometimes confusion with equal pay. Equal pay is paying men and women the same for the same, or similar, work (Equality Act, 2010).

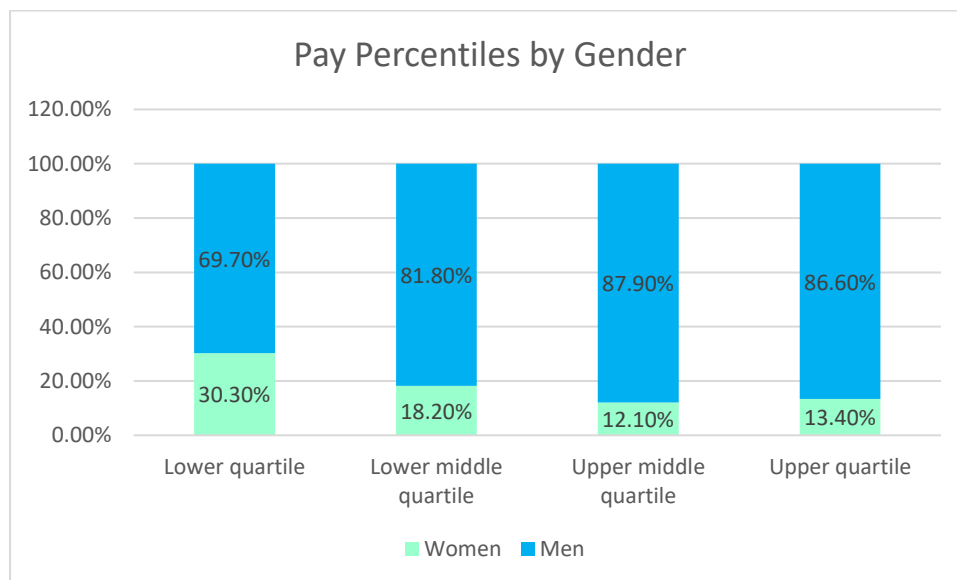
This reporting requirement is part of an initiative to bring greater awareness and transparency to pay and equality as well as the organisational and societal factors that underpin these discrepancies.

Women have long been under-represented in the field of engineering. In 2022 16.5% of those working in engineering in the UK were female ([EngineeringUK, 2022](#)) but the good news is this is up from 10.5% in 2010 ([EngineeringUK, 2022](#)). Indeed, there is much evidence that a diverse pool of talent brings many business advantages (RAEng, 2020).

Gender Pay Gap at YASA

- Our hourly gender pay gap is **20.1%** (mean) and **21.8%** (median). This means that on average women earn 20.1% less per hour than men at YASA.

If we look at the percentage of men and women in each hourly pay quarter:



It is clear that the workforce at YASA is predominantly male (81.51%) but also that there are more men in senior, higher paid roles which will be impacting the results.

- Our bonus pay gap is **1.4%** (mean) and **30.2%** (median). This is also affected by the number of men in senior roles and the corresponding bonus schemes.

YASA Limited

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- 87.4% of men and 83% of women received a bonus payment. All eligible employees received a bonus payment, those who did not were either not eligible (e.g. placement students), had not started employment at the reference date or were on notice for departing the business.

Action

This is our first year reporting our gender pay data so we do not have historical analysis for comparison. However, we welcome this opportunity to shine a light on our data and our organisation and take the learning from it.

Our immediate areas for focus:

- Continue the data analysis to build year-on-year comparisons.
- Further analysis to understand the reasons behind the gaps at YASA in more depth, for example, assessing workforce composition data.
- Develop our performance management approaches to support progression and development.
- Assess our Talent strategies to attract women to the business, particularly at senior levels.
- Undertake activities and work with partners to encourage girls to enter science and engineering.

We are committed to ensuring that no employee receives less favourable treatment than another because of any protected characteristics. We recognise that, like many in the engineering industry, we have a shortage of women particularly in senior roles and would like to improve our position. We believe that building a more diverse organisation will make a more capable and successful organisation and look forward to the challenges ahead to address this.

I can confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read "Juergen Banken".

Juergen Banken
CEO YASA

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