

Gender Pay Gap Report – UK

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Dematic Limited ('Dematic') has conducted a gender pay gap analysis. This report details the results for its UK paid employees within the Northern Europe operating entity in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Report Summary

For the tax year 2017 / 18

Difference in mean hourly rate of pay 11.1%

Difference in median hourly rate of pay 19.6%

Difference in mean bonus pay 34.5%

Difference in median bonus pay 9.1%

Percentage of employees who received bonus pay Male 1.1% Female 1.3%

Employees by pay quartile

Upper quartile	Male 88.8%	Female 11.2%
Upper middle quartile	Male 94.0%	Female 6.0%
Lower middle quartile	Male 87.3%	Female 12.7%
Lower quartile	Male 75.4%	Female 24.6%

Analysis

Dematic's gender pay gap is influenced by a number of factors which stem from the nature of the industry, its history and the traditional allocation of roles within it, in that:

- Males comprise the majority of the workforce in all quartiles save for administrative and support roles which are traditionally found in lower quartile pay scales
- A higher proportion of males are employed in specialist technical and engineering occupations which are typically higher paid
- Females almost exclusively make up the part time or flexible element of the workforce, which has no impact on full time equivalent pay but does mean that some pro-rated elements of the calculations used are influenced
- TUPE transfer of employees out of Dematic, predominantly female employees in lower quartile roles plus an increased recruitment of apprentices resulted in a percentage change in all quartiles
- No Annual bonus was paid within the bonus reporting period due to a Group alignment on pay dates (move of dates from January to April - one year up to the reporting month)

- Incentive payments that were made were a very small proportion of the overall employee population and predominantly sat within Sales, which currently is predominantly male dominated
- Previous years Annual bonus payment was made in April, therefore 1/12th was applied to salary data

How Dematic is closing the gap

In line with our global code of conduct and ethical conduct principles, Dematic globally are committed to ensuring that we provide equal opportunities for employment which are free from discrimination in any form. In furtherance of this ethos, Dematic Limited will continue to:

- Regularly review the pay structure as a whole
- Identify sector programmes which promote gender diversity
- Continue to maintain a flexible approach to working, for both males and females
- Benchmark ourselves versus our industry peers
- Follow best practice in employment and recruitment practices
- Promote a safe environment in which to report gender related discrimination
- Actively support initiatives that attract females to specialist and technical roles.