

Context of Gender Pay Gap Reporting

Under new regulation which come into force into 2017, all employers with more than 250 employees are required to publish their gender pay gap. Gender Pay Gap statistics effectively compare average pay and bonus received by all men in the workplace compared with average pay and bonus received by all women in the workplace. Kautex, and its parent company Textron, are committed to paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristics). The Company has a clear [policy \(hyperlink this word to the conduct guidelines\)](#). The organisation actively:

- Carries out annual compensation reviews in relation to pay and benefits.
- Has a clear business system to evaluate job roles and pay rates as necessary to ensure a fair structure.
- Has a focus in improving the strategic pipeline of talent, the core skills of interns and apprentices. These initiatives are linked directly to the business targets driving diversity in leadership roles by 2025.

An overview of our pay and bonus gap

Mean gender pay gap (hourly pay)
25%

Median gender pay gap (hourly pay)
25%

Mean gender pay gap (bonus pay)
60%

Median gender pay gap (bonus pay)
0%

Proportion receiving a bonus payment	
Male	Female
100%	100%

Hourly pay comparison – Kautex Textron CVS Limited (KHE) these figures reflect a higher pay rate for males.

Bonus pay comparison – The data shows a higher bonus pay rate for males but there is no difference between males and females when calculation of the median bonus pay. 100% of all employees received a bonus in this period.

Kautex has bonus programmes for all levels of employees which accounts for our high percentages of inclusion for both men and women.

An overview of our pay quartiles

The chart below shows the gender distribution in four equally sized hourly pay quartiles.

Proportion in each pay quartile	
Male (%)	Female (%)
87%	13%
77%	23%
74%	26%
35%	65%

Overall, women currently represent 33% of our workforce in Kautex Textron CVS Limited.

An overview of our pay and bonus gap

Based on the above data, we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Kautex is a manufacturing engineering business, in which this sector has traditionally attracted more male employees, this is reflected in the composition of our workforce.

Historically and traditionally, women have been under-represented in the manufacturing and engineering sectors. It is imperative that we address this imbalance of women in our organisation, continue to invest in our people and devise a strategy to attract and retain women at all levels in our business. Gender and diversity initiatives put in place across Kautex are already beginning to improve the representation of women in our organisation.


We are beginning to make progress on improving gender diversity but there is more we need to do and more we can do. We are determined to improve, whether it be through our recruitment practices, brand strength or leadership on diversity and inclusion. It is only by approaching diversity with concerted and continuous action that we can achieve our ambition of gender balance in our company.

Our continued commitment is to:

- Continue to manage a fair and consistent pay and benefits structure within all our businesses;
- Drive talent pipelines with local employers and target schools building the Kautex talent strategy.
- Ensure the business graduate early hire programme creates succession planning and future talent for our organisations.
- Engage with organisations who represent and encourage more women into careers in manufacturing and engineering.

I confirm that the information in this statement is accurate.

Name: Katrina Flynn, HR Manager CVS


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