

Gender pay gap report - 2018

Howden Compressors

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Revolving Around You™



Introduction

Howden Compressors designs, engineers, manufactures and supplies a range of compressors and blowers, used for a variety of demanding process gas and refrigeration duties, as well as power generation and waste water treatment. Our UK sites are made up of Production, Engineering, Research & Development, Project Management, Sales & Proposals, Procurement, Quality, Aftermarket, Finance and Management employees. We currently have 314 employees of whom 41 are female.

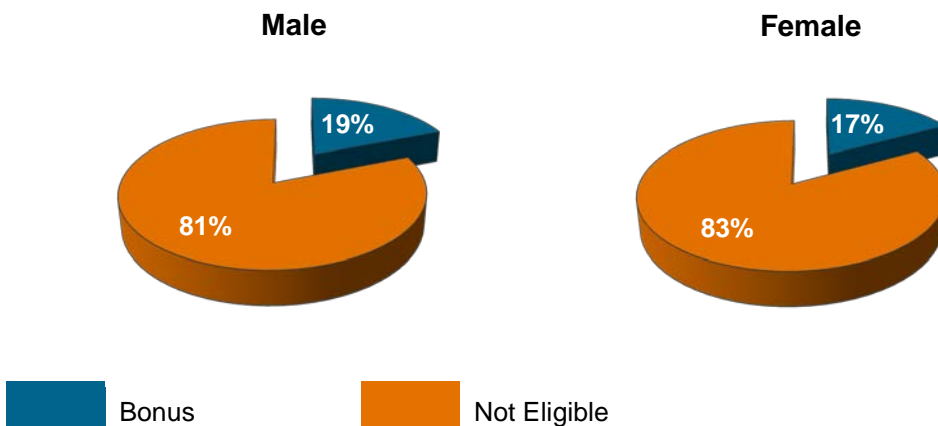
The engineering sector is generally male dominated with the industry suffering from low numbers of women studying STEM (Science, Technology, Engineering and Maths) where men continue to dominate undergraduate degrees in engineering & technology and as a result, our employee base remains primarily male. However, it is positive to note that the proportion of women at each level does not decline rapidly at senior levels within the company. This would suggest if we are successful in attracting more women into Howden at the entry level, we are also likely to see them progress to reach senior levels within the organisation. As Howden Compressors has more than 250 employees, it has a requirement to annually disclose pay differentials based on gender. By collecting, reporting and analysing this information, we firmly believe we can work towards narrowing and ultimately eliminating any gaps.

The pay and bonus gaps

The table below shows our overall mean and median gender pay gap based on hourly pay at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women, for the 2016 performance year.

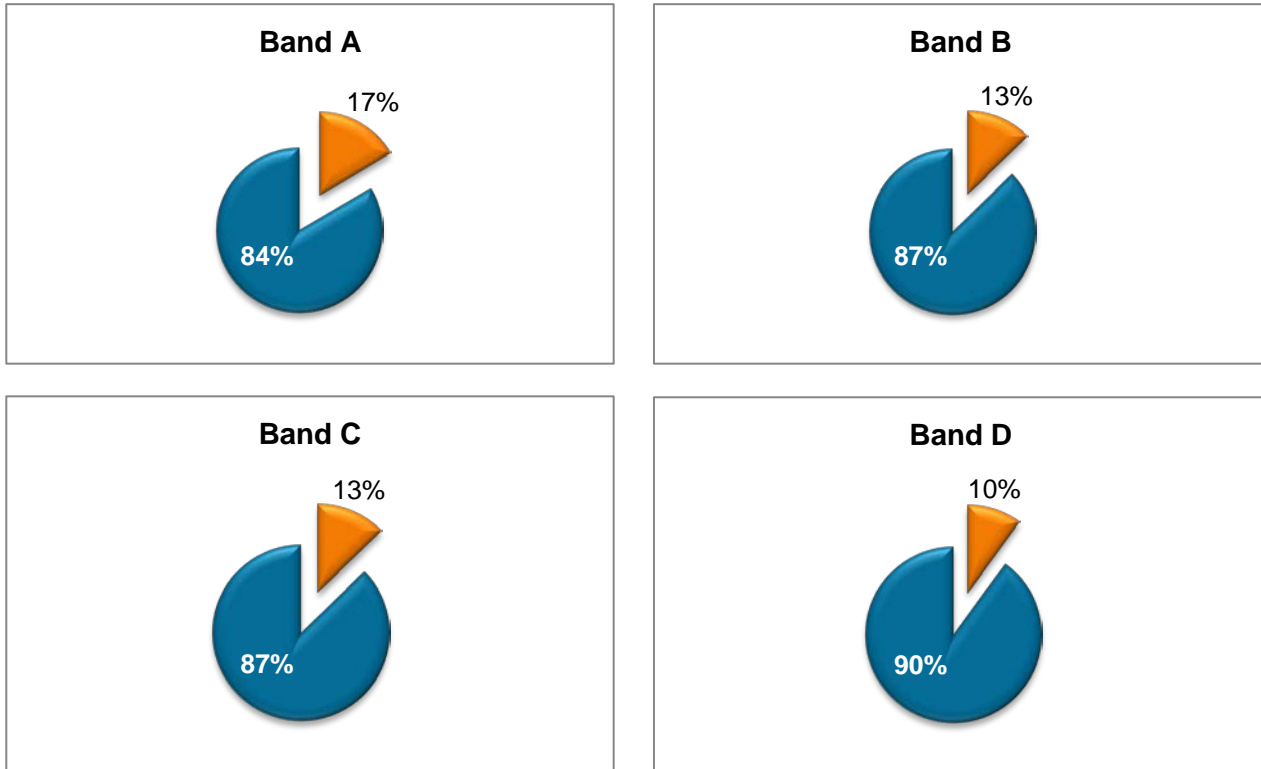
	Mean (average)	Median (midpoint)
Hourly pay	12.0%	3.2%
Bonus paid	41.3%	10.0%

Portion of male and females who receive a bonus



Based on performance in 2016 there was 2% more men than women received a bonus.

The gender split by band



 Female  Male

The above image illustrates the gender distribution across four quartiles, in each of the four pay bands band A represents the lowest salaries and band D represents the highest salaries. There are 78 employees in each of the bands (A to C) and 77 in Band D.

There is no significant proportion change between male and female as the salaries increase in each quartile.

We are taking action on the Gender Pay Gap.

The average mean gender pay gap for all employees in the UK is 18.1%. At Howden Compressors our average gender pay gap is 12%. We have introduced a number of initiatives to further reduce this gap. For example, in the last two years we have held Women in Engineering events. With support from 'Developing the Young Workforce' we have invited young women from local schools to our site to find out more about engineering directly from our female engineers.



2017 International Women in Engineering Day

Our business offers enhanced maternity pay for women who wish to return to work after having a baby and flexible working options which help us to attract and retain our female employees

Going forward

We still have work to do to reduce the gap. We are committed to increasing the number of women in senior positions, and by increasing the number of women in these roles we should see an improvement in the mean gender bonus gap. We will also focus on the recruitment of female craft apprentices to address the gender imbalance in our factory and create a pipeline of female talent. To do this we need a more concentrated and coordinated approach to promoting engineering in local schools. It is our intention to improve our gender balance in the future, by being more proactive in educating on careers in engineering and create opportunities by reaching out to schools and colleges.

We also need to make our business attractive to women, creating recruitment campaigns that resonate with women and promoting the value we place on a diverse and inclusive workforce. Our existing internal role models will play an important part in this.