

# rotork®

Keeping the World Flowing

## Gender Pay Report 2017



Creating a diverse and inclusive workforce, where people from all backgrounds and genders are welcomed, respected and thrive

# Gender Pay Report

Rotork Plc is committed to creating a diverse and inclusive workforce, where people from all backgrounds and genders are welcomed, respected and thrive in our Company. We know that a diverse workforce will improve our innovation, our customer alignment and our ability to attract and retain talent. We also know that we have too few women working in the Company, at every level, and we have committed to a three year action plan to improve our diversity levels.

As required by UK legislation we share the data for our two reportable entities that have more than 250 employees. We have also reported the total UK workforce because from our perspective it is every employee that we should count and every person, male and female, that will benefit from the actions we take today. We fully embrace the challenge to create a better gender balanced workforce.

## Pay difference between women & men:

### All of Rotork employees in the UK:

At 5 April 2017

Mean Gender Pay Gap Across all Rotork Employees in UK	7.4%
Median Gender Pay Gap Across all Rotork Employees in UK	5.6%
UK's National Gender Pay Gap for all employees	18.0%

Source: Office of National Statistics 2016

The table above shows our gender pay gap. This is a snapshot taken as of 5 April 2017 to show the difference between the average hourly pay levels of all females and males in our organisation. This is shown as a percentage figure of men's average salary, irrespective of role or level in the organisation. Our figures show that the mean pay of all of our women across the whole of the UK organisation is 7.4% lower than that of men and the median pay is 5.6% lower than men's pay. To put this into context the UK national pay gender pay gap in 2017 stands at 18.0% for all employees whether part or full time.

The 'Gender Pay Gap' is an average figure and is distinct from 'Equal Pay', which looks at the individual level of pay to ensure that men and women are paid the same for carrying out the same work. The evaluation of our gender pay data indicates that the difference in average pay is due to proportionately more men being in senior higher paid roles. At Rotork we are reasonably confident that men and women are paid equally for doing equivalent jobs across our business and we actively review decisions around annual performance, pay and bonus to help ensure this fairness and parity continues.



# Gender Pay Report

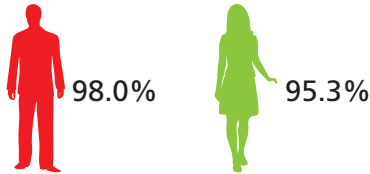
## Bonus difference between women & men

In 12 months preceding 5 April 2017

Bonus	
Mean	Meridian
28.8%	26.8%

## Proportion of all UK employees receiving a bonus:

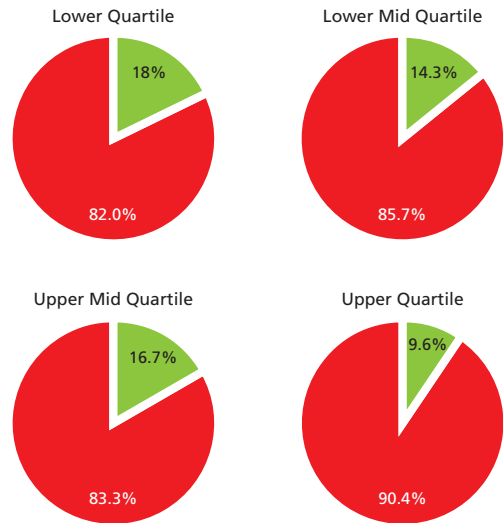
In 12 months preceding 05 April 2017



Rotork UK has bonus programmes that all employees, male and female, are equally eligible to participate in and these have higher pay-out opportunity levels with greater seniority in the Company. Our data shows a fraction lower level of participation for women but this is a reflection of the bonus eligibility rules where eligibility is affected by starting mid-year. Our data shows that fewer women join the Company each year, further reinforcing our goal to attract more women into our business.

## Pay quartiles across UK employees

At 5 April 2017



The charts above show the gender distribution across Rotork in the UK in four equally sized hourly pay quartiles, each containing approximately 250 employees.

Overall women currently represent 15.0% of our employees in the UK, women are less well represented particularly in the upper quartile as there is a higher number of senior men than women.

Increasing the number of women in our business and moving towards a more even distribution of men and women at all levels is a key goal. We are making progress on this in various ways, such as increasing our intake of female apprentices and implementing actions as described below to address the imbalance.



# Gender Pay Report – Action Plan

## Our Action Plan to raise the number of women at every level in Rotork

Rotork fully accepts the challenge to improve our numbers of women across the business from our 14.7% level at April 2017. The specific actions that we have prioritised for the next three years will tackle this challenge head-on and make us an employer of choice for women:

### 1. Pay Levels

We will introduce checks and balances that are captured and monitored to ensure pay decisions, both those made individually at appointment or role change during the year and those made at the annual pay review, are free from gender bias. This process will be reviewed by the Chief Executive and reported to the Board

### 2. Unconscious Bias

We will train all supervisors & managers to be alert to 'unconscious bias' to enable attraction and retention of a more diverse workforce at all levels.

### 3. Flexible working

We will bring forward more family friendly & flexible arrangements to encourage women to join, stay, and return after maternity leave.

### 4. Build our Talent Pipeline

We will partner schools, colleges and universities close to our operations to encourage young women into engineering and industry; support STEM initiatives; create engineering competitions & prizes; promote the apprentice programmes to women; and build a 'return to work' programme designed for mid-career female engineers to support their return to work

### 5. Recruitment

We will review our recruitment policies, processes and approach to drive the specific inclusion of women in all external internal shortlists; properly track data on female applicants and their progress through the process to offer acceptance.

### 6. Mentoring & Career Management

Set-up internal mentoring programmes to support and nurture women in their careers; build a network of coaches to support high potential women; develop training and development solutions focused on high potential women and facilitate career transitions. We will ensure we give women equal access to our high potential and leadership programmes.

### 8. Measure & Report

We will demonstrate the impact of this Action Plan on our gender balance at all levels in the company; build a complete data-set to support targeted initiatives and report on progress to the Board.

Rotork Plc is committed to creating a diverse and inclusive workforce, where people from all backgrounds and genders are welcomed, respected and thrive in our Company.



# Gender Pay Report – Across our Reportable Entities

## Across our reportable entities

The regulations ask for data on reportable entities in the UK which have more than 250 employees. Rotork Plc has two such entities:



Kevin Hostetler, Executive Director  
23 February 2018

### Rotork Controls Ltd

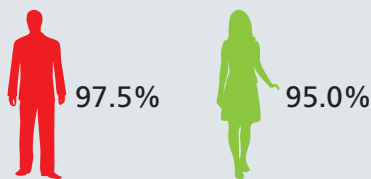
Rotork Controls Ltd has 379 employees of which 16.4% are women

#### Pay & bonus differences between women & men

At 5 April 2017

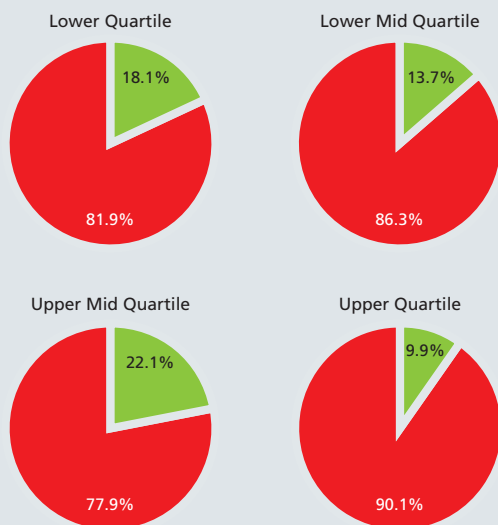
	Mean	Median
Hourly Pay	21.8%	0.3%
Bonus	63.7%	21.9%

#### Proportion of employees receiving a bonus: In 12 months preceding 5 April 2017



#### Pay quartile across the reportable entity's employees

At 5 April 2017



### Rotork UK Ltd

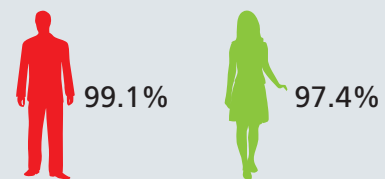
Rotork UK Ltd has 260 employees of which 13.9% are women

#### Pay & bonus differences between women & men

At 5 April 2017

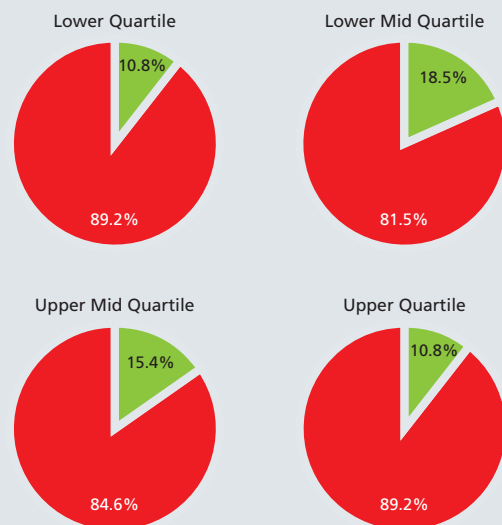
	Mean	Median
Hourly Pay	-12.6%	3.0%
Bonus	-67.8%	30.8%

#### Proportion of employees receiving a bonus: In 12 months preceding 5 April 2017



#### Pay quartile across the reportable entity's employees

At 5 April 2017



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Rotork plc  
Brassmill Lane, Bath, UK  
*tel* +44 (0)1225 733200  
*fax* +44 (0)1225 333467  
*email* [mail@rotork.com](mailto:mail@rotork.com)

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