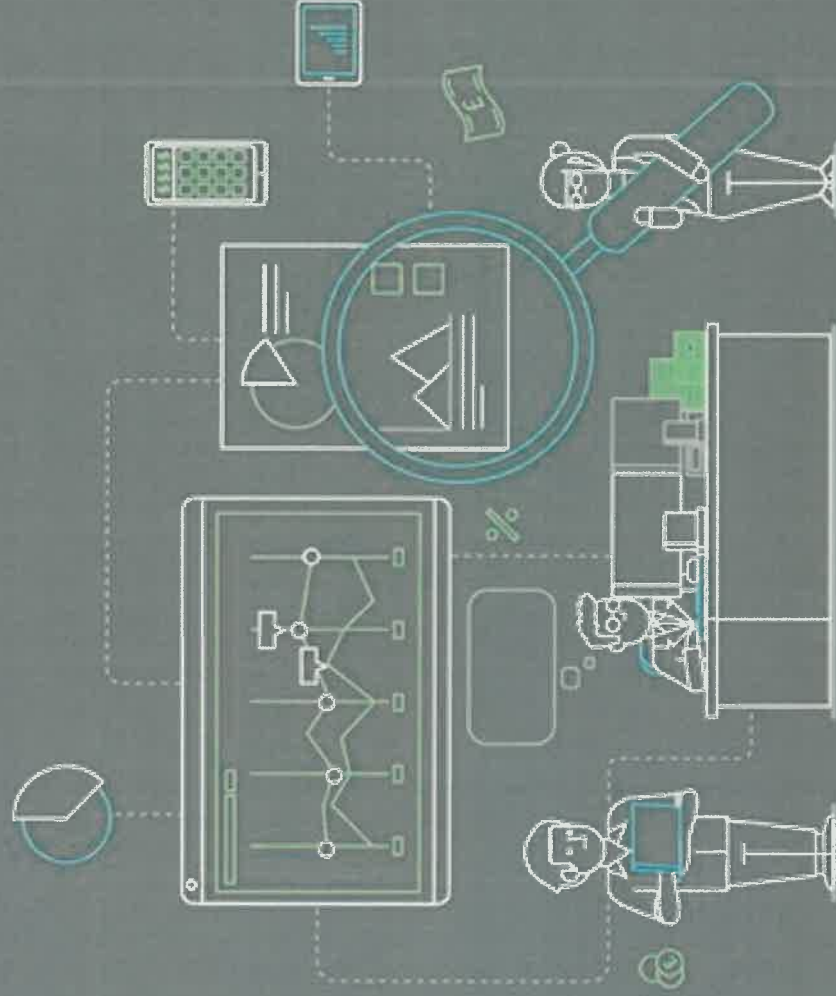


Gender Pay Gap

FUTABA Manufacturing UK Ltd
Summary Report
Snapshot date: 5th April 2022

13th September 2022



FUTABA Manufacturing UK Ltd
gender pay gap:

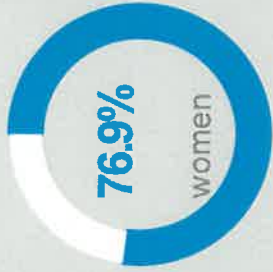
Mean pay gap **6.2%**

Median pay gap **5.5%**

Mean bonus gap **18.9%**

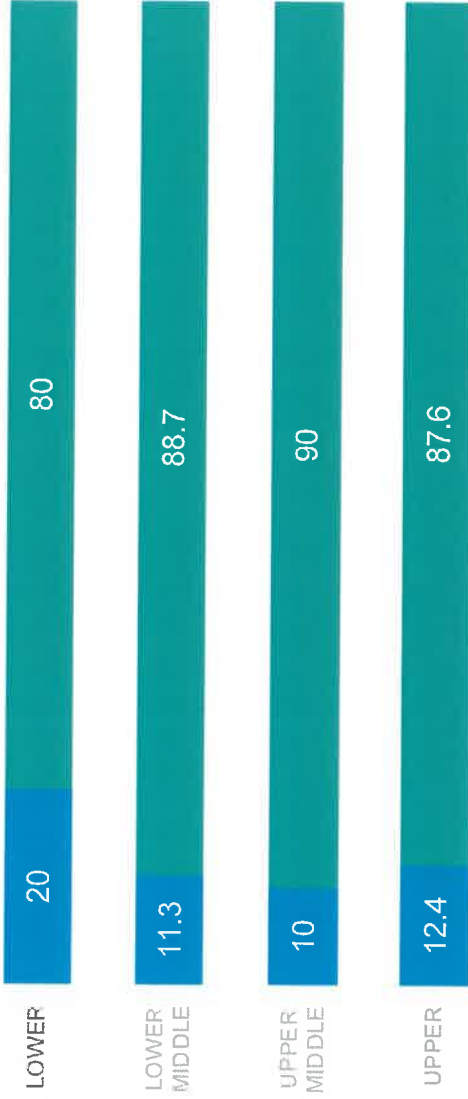
Median bonus gap **-%**

Percentage receiving a bonus:



Pay quartiles by gender:

Female Male



Statistics

Additional figures are provided below for greater understanding of the gender pay gap calculations.

| | Relevant Employees | Full Pay Relevant Employees |
|--------------|--------------------|-----------------------------|
| Male | 309 | 278 |
| Female | 52 | 43 |
| Total | 361 | 321 |

Mean - Pay

| | Hourly Rate |
|--------|-------------|
| Male | £14.13 |
| Female | £13.26 |

Median - Pay

| | Hourly Rate |
|--------|-------------|
| Male | £11.76 |
| Female | £11.11 |

Bonus

The bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.

| | Relevant Employees | Received Bonus | % |
|--------------|--------------------|----------------|-------------|
| Male | 309 | 281 | 90.9 |
| Female | 52 | 40 | 76.9 |
| Total | 361 | 321 | 88.2 |

| | Mean | Median |
|--------|-----------|--------|
| Male | £1,806.18 | £350 |
| Female | £1,465.24 | £350 |

Quartiles

Number of Employees

| Inter Quartile Range | Full Pay Relevant Employees | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|----------------------|-----------------------------|----------------|-----------------------|-----------------------|----------------|
| Male | 278 | 64 | 71 | 72 | 71 |
| Female | 43 | 16 | 9 | 8 | 10 |
| Total | 321 | 80 | 80 | 80 | 81 |

Percentage of Employees

| Inter Quartile Range | Full Pay Relevant Employees | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|----------------------|-----------------------------|----------------|-----------------------|-----------------------|----------------|
| Male | 86.6 | 80.0 | 88.7 | 90.0 | 87.6 |
| Female | 13.4 | 20.0 | 11.3 | 10.0 | 12.4 |

Note: In cases where the quartiles are rounded up following the process to 0.1 decimal place due to the automated method of calculation. This will subsequently produce a total of 100.1% range across both men and women.

The Government Equalities Office does not offer specific guidance on how to treat this scenario therefore it's ultimately up to employers as to how to finalise the figures and publish. If you would prefer to 'balance' the total across each quartile to 100% rather than 100.1% you will need to decide how to 'round up' and 'round down'.

Summary

Background

The gender pay gap is calculated as the difference between average hourly earnings of men and women as a proportion of men's average hourly earnings. It is not the difference in pay between men and women for doing the same job. The median gender pay gap among all employees fell from 17.4% in 2019 to 15.5% in 2020 then to 15.4% in 2021 (ONS). At the time of writing this report for FUTABA Manufacturing UK Ltd the ONS have not yet released the Gender Pay Gap figures for 2022. Although we don't have this year's figures yet, we do know that year on year the figures only ever change incrementally.

FUTABA Manufacturing UK Ltd Results 2022

Pay Gap

The median gender pay gap at FUTABA shifted from **10.4%** in 2021 to **5.5%** in 2022. The mean gender pay gap which shifted from **-3.9%** in 2021 to **6.2%** in 2022. Despite in the increase in the mean gender pay gap this is a very good result considering that males make up the majority of the workforce.

| Derby | |
|---------------------------|--------|
| Mean Gender Pay Gap | -3.6% |
| Median Gender Pay Gap | 4.2% |
| Mean Male Hourly Rate | £13.67 |
| Mean Female Hourly Rate | £14.16 |
| Median Male Hourly Rate | £11.10 |
| Median Female Hourly Rate | £10.64 |

| Burnley | |
|---------------------------|--------|
| Mean Gender Pay Gap | 10.4% |
| Median Gender Pay Gap | 13.1% |
| Mean Male Hourly Rate | £14.50 |
| Mean Female Hourly Rate | £12.99 |
| Median Male Hourly Rate | £12.84 |
| Median Female Hourly Rate | £11.16 |

Bonus Gap

The median gender bonus pay gap at FUTABA shifted from **-41.2%** in 2021 to **-%** in 2022 and the mean gender bonus pay gap shifted from **7.3%** in 2021 to **18.9%** in 2022. This has created a bonus gap which FUTABA may decide needs further scrutiny, however it is likely that the figures have been impacted due to the attendance bonus being included as a bonus amount resulting in an increase in the number of males and females receiving the bonus in 2022 and thus impacting the bonus gap figures.

ONS do not provide data on average figures for bonuses, and we see huge variations amongst companies however it is not unusual for bonus gaps to be higher than pay gaps in our experience.

| Derby | |
|---------------------------------------|-----------|
| Mean Gender Bonus Pay Gap | 23% |
| Median Gender Bonus Pay Gap | 25.4% |
| Proportion of Males receiving Bonus | 99.3% |
| Proportion of Females receiving Bonus | 81.3% |
| Mean Male Bonus | £2,712.74 |
| Mean Female Bonus | £2,089.19 |
| Median Male Bonus | £2,790.19 |
| Median Female Bonus | £2,081.23 |

| Burnley | |
|---------------------------------------|-----------|
| Mean Gender Bonus Pay Gap | -32.4% |
| Median Gender Bonus Pay Gap | -% |
| Proportion of Males receiving Bonus | 83.7% |
| Proportion of Females receiving Bonus | 75.0% |
| Mean Male Bonus | £880.06 |
| Mean Female Bonus | £1,164.81 |
| Median Male Bonus | £225.00 |
| Median Female Bonus | £225.00 |

Quartiles

In 2022 there was an increase in the number of women in the lower quartile and a decrease in the number of women in the upper quartile, compared to 2021, which is likely to have resulted in the increase in the gender pay gap. The results also show an increase in the number of men in the upper quartile compared to 2021 and a decrease in the number of men in the lower quartile.

| Derby | Males | Females |
|-----------------------|-------|---------|
| Lower Quartile | 90.6% | 9.4% |
| Lower Middle Quartile | 93.9% | 6.1% |
| Upper Middle Quartile | 97.0% | 3.0% |
| Upper Quartile | 87.9% | 12.1% |

| Burnley | Males | Females |
|-----------------------|-------|---------|
| Lower Quartile | 66.0% | 34.0% |
| Lower Middle Quartile | 91.7% | 8.3% |
| Upper Middle Quartile | 85.1% | 14.9% |
| Upper Quartile | 87.5% | 12.5% |

Next Steps

FUTABA to consider reviewing bonus policy to provide further insight into the bonus pay gaps.

Consider recruitment strategies that may have impacted the gender pay gap figures.

Looks at proactive HR strategies that have been taken or could be taken in relation to important areas such as career succession planning for women providing them with more access and opportunity to realise more senior positions in the organisation.

Look at flexible/hybrid working policies or return to work interventions for those taking maternity leave.

FUTABA reaches the threshold for publishing so should consider how to communicate to key stakeholders and then publish on the government website and its own website before 4 April 2023. RSM can support with narrative, and communications and a Gender Pay Gap action plan. RSM also supports clients with ethnicity pay gap reporting which is another positive step many organisations are making to support their D&I strategies.

FUTABA - Derby gender pay gap:

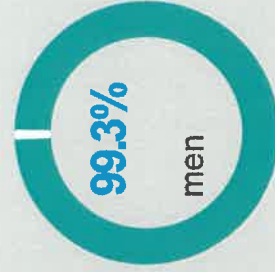
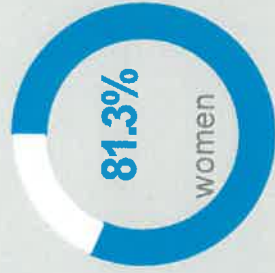
Mean pay gap -3.6%

Median pay gap 4.2%

Mean bonus gap 23.0%

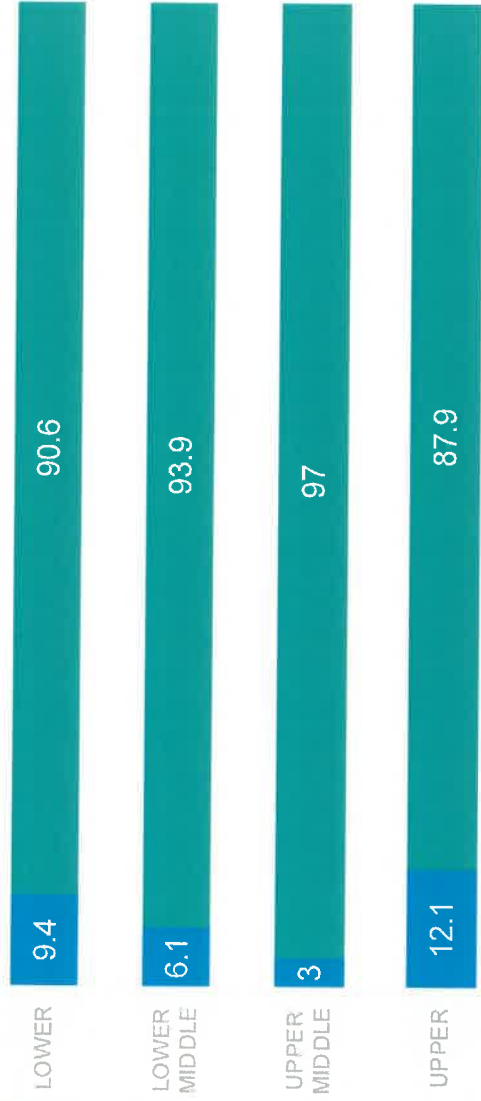
Median bonus gap 25.4%

Percentage receiving a bonus:



Pay quartiles by gender:

Female Male



Statistics

Additional figures are provided below for greater understanding of the gender pay gap calculations.

| | Relevant Employees | Full Pay Relevant Employees |
|--------------|--------------------|-----------------------------|
| Male | 143 | 121 |
| Female | 16 | 10 |
| Total | 159 | 131 |

Mean - Pay

| | Hourly Rate |
|--------|-------------|
| Male | £13.67 |
| Female | £14.16 |

Median - Pay

| | Hourly Rate |
|--------|-------------|
| Male | £11.10 |
| Female | £10.64 |

Bonus

The bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.

| | Relevant Employees | Received Bonus | % |
|--------------|--------------------|----------------|-------------|
| Male | 143 | 142 | 99.3 |
| Female | 16 | 13 | 81.3 |
| Total | 159 | 155 | 97.5 |

| | Mean | Median |
|--------|-----------|-----------|
| Male | £2,712.74 | £2,790.19 |
| Female | £2,089.19 | £2,081.23 |

Quartiles

Number of Employees

| Inter Quartile Range | Full Pay Relevant Employees | Lower Quartile | Middle Quartile | Upper Quartile |
|----------------------|-----------------------------|----------------|-----------------|----------------|
| Male | 121 | 29 | 31 | 32 |
| Female | 10 | 3 | 2 | 1 |
| Total | 131 | 32 | 33 | 33 |

Percentage of Employees

| Inter Quartile Range | Full Pay Relevant Employees | Lower Quartile | Middle Quartile | Upper Quartile |
|----------------------|-----------------------------|----------------|-----------------|----------------|
| Male | 92.4 | 90.6 | 93.9 | 97.0 |
| Female | 7.6 | 9.4 | 6.1 | 3.0 |

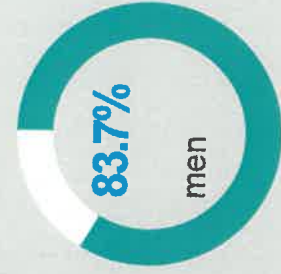
Note: In cases where the quartiles are rounded up following the process to 0.1 decimal place due to the automated method of calculation. This will subsequently produce a total of 100.1% range across both men and women.

The Government Equalities Office does not offer specific guidance on how to treat this scenario therefore it's ultimately up to employers as to how to finalise the figures and publish. If you would prefer to 'balance' the total across each quartile to 100% rather than 100.1% you will need to decide how to 'round up' and 'round down'.

FUTABA - Burnley gender pay gap:

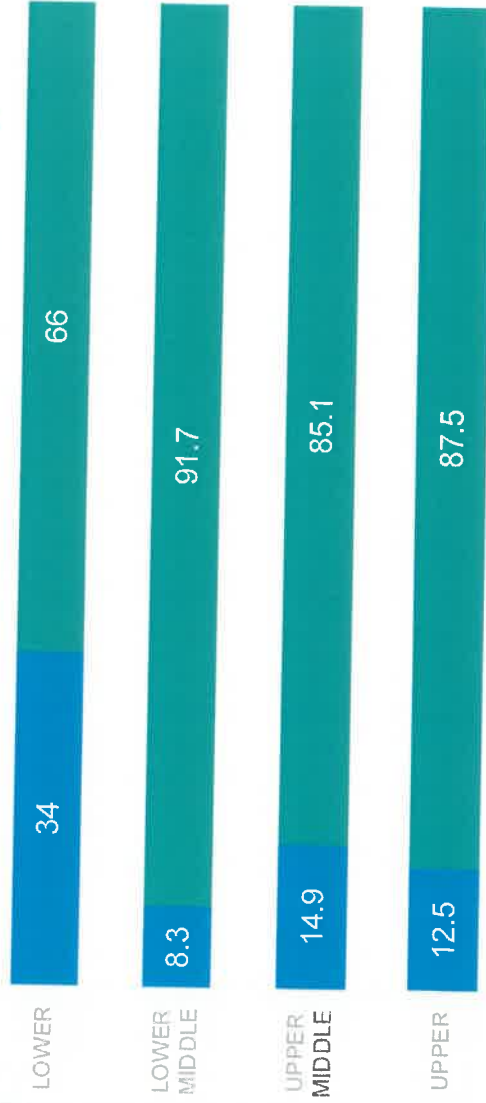
Mean pay gap **10.4%**
Median pay gap **13.1%**
Mean bonus gap **-32.4%**
Median bonus gap **-**

Percentage receiving a bonus:



Pay quartiles by gender:

■ Female ■ Male



Statistics

Additional figures are provided below for greater understanding of the gender pay gap calculations.

| | Relevant Employees | Full Pay Relevant Employees |
|--------------|--------------------|-----------------------------|
| Male | 166 | 157 |
| Female | 36 | 33 |
| Total | 202 | 190 |

Mean - Pay

| | Hourly Rate |
|--------|-------------|
| Male | £14.50 |
| Female | £12.99 |

Median - Pay

| | Hourly Rate |
|--------|-------------|
| Male | £12.84 |
| Female | £11.16 |

Bonus

The bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.

| | Relevant Employees | Received Bonus | % |
|--------------|--------------------|----------------|-------------|
| Male | 166 | 139 | 83.7 |
| Female | 36 | 27 | 75.0 |
| Total | 202 | 166 | 82.2 |

| | Mean | Median |
|--------|-----------|--------|
| Male | £880.06 | £225 |
| Female | £1,164.81 | £225 |

Quartiles

Number of Employees

| Inter Quartile Range | Full Pay Relevant Employees | Lower Quartile | Middle Quartile | Upper Quartile |
|----------------------|-----------------------------|----------------|-----------------|----------------|
| Male | 157 | 31 | 44 | 42 |
| Female | 33 | 16 | 4 | 7 |
| Total | 190 | 47 | 48 | 47 |

Percentage of Employees

| Inter Quartile Range | Full Pay Relevant Employees | Lower Quartile | Middle Quartile | Upper Quartile |
|----------------------|-----------------------------|----------------|-----------------|----------------|
| Male | 82.6 | 66.0 | 91.7 | 85.1 |
| Female | 17.4 | 34.0 | 8.3 | 14.9 |

Note: In cases where the quartiles are rounded up following the process to 0.1 decimal place due to the automated method of calculation. This will subsequently produce a total of 100.1% range across both men and women.

The Government Equalities Office does not offer specific guidance on how to treat this scenario therefore it's ultimately up to employers as to how to finalise the figures and publish. If you would prefer to 'balance' the total across each quartile to 100% rather than 100.1% you will need to decide how to 'round up' and 'round down'.

| Mandatory Reporting Comparison | | 2021 | 2022 |
|---------------------------------------|--------------|----------------|----------------|
| Relevant Employees | | 421 | 361 |
| Full Pay Relevant Employees | | 399 | 321 |
| Mean Gender Pay Gap | | -3.9% | 6.2% |
| Median Gender Pay Gap | | 10.4% | 5.5% |
| Mean Male Hourly Rate | | - | £14.13 |
| Mean Female Hourly Rate | | - | £13.26 |
| Median Male Hourly Rate | | - | £11.76 |
| Median Female Hourly Rate | | - | £11.11 |
| Mean Gender Bonus Pay Gap | | 7.3% | 18.9% |
| Median Gender Bonus Pay Gap | | -41.2% | 0% |
| Proportion of Males receiving Bonus | | 3.9% | 90.9% |
| Proportion of Females receiving Bonus | | 6.6% | 76.9% |
| Mean Male Bonus | | - | £1,806.18 |
| Mean Female Bonus | | - | £1,465.24 |
| Median Male Bonus | | - | £350 |
| Median Female Bonus | | - | £350 |
| | | 2021 | 2022 |
| | Males | | Males |
| Lower Quartile | 82.7% | Females | Females |
| Lower Middle Quartile | 84.2% | 17.3% | 20.0% |
| Upper Middle Quartile | 93.1% | 15.8% | 11.3% |
| Upper Quartile | 85.0% | 6.9% | 10.0% |
| | | 15.0% | 12.4% |

| Derby Comparison | | 2021 | 2022 |
|---------------------------------------|--------------|--------------|----------------|
| Relevant Employees | | 186 | 159 |
| Full Pay Relevant Employees | | | 131 |
| Mean Gender Pay Gap | | -22.0% | -3.6% |
| Median Gender Pay Gap | | -8.4% | 4.2% |
| Mean Male Hourly Rate | | - | £13.67 |
| Median Male Hourly Rate | | - | £14.16 |
| Median Female Hourly Rate | | - | £11.10 |
| Mean Gender Bonus Pay Gap | | -49.6% | £10.64 |
| Median Gender Bonus Pay Gap | | -70.8% | 23.0% |
| Proportion of Males receiving Bonus | | 4.1% | 25.4% |
| Proportion of Females receiving Bonus | | 5.9% | 99.3% |
| Mean Male Bonus | | - | 81.3% |
| Mean Female Bonus | | - | £2,712.74 |
| Median Male Bonus | | - | £2,089.19 |
| Median Female Bonus | | - | £2,790.19 |
| | | - | £2,081.23 |
| | | 2021 | 2022 |
| Lower Quartile | Males | Males | Females |
| Lower Middle Quartile | 93.1% | 93.1% | 90.6% |
| Upper Middle Quartile | 95.4% | 95.4% | 93.9% |
| Upper Quartile | 93.1% | 93.1% | 97.0% |
| | 88.4% | 88.4% | 87.9% |
| | | | 11.6% |
| | | | 6.9% |
| | | | 4.6% |
| | | | 6.9% |
| | | | 11.6% |
| | | | 9.4% |
| | | | 6.1% |
| | | | 3.0% |
| | | | 12.1% |

| Burnley Comparison | | 2021 | 2022 |
|---------------------------------------|-------|-------------|-------------|
| Relevant Employees | | 235 | 202 |
| Full Pay Relevant Employees | | | 190 |
| Mean Gender Pay Gap | | 3.8% | 10.4% |
| Median Gender Pay Gap | | 16.9% | 13.1% |
| Mean Male Hourly Rate | | - | £14.50 |
| Mean Female Hourly Rate | | - | £12.99 |
| Median Male Hourly Rate | | - | £12.84 |
| Median Female Hourly Rate | | - | £11.16 |
| Mean Gender Bonus Pay Gap | | 31.0% | -32.4% |
| Median Gender Bonus Pay Gap | | -3.0% | 0% |
| Proportion of Males receiving Bonus | | 3.7% | 83.7% |
| Proportion of Females receiving Bonus | | 6.8% | 75.0% |
| Mean Male Bonus | | - | £880.06 |
| Mean Female Bonus | | - | £1,164.81 |
| Median Male Bonus | | - | £225 |
| Median Female Bonus | | - | £225 |
| | | 2021 | 2022 |
| Lower Quartile | Males | | Females |
| Lower Middle Quartile | 74.8% | | 25.2% |
| Upper Middle Quartile | 74.6% | | 25.4% |
| Upper Quartile | 92.1% | | 7.9% |
| | 84.2% | | 15.8% |
| | | Males | Females |
| | | 66.0% | 34.0% |
| | | 91.7% | 8.3% |
| | | 85.1% | 14.9% |
| | | 87.5% | 12.5% |