



FILTER TECHNOLOGY UK

### **GVS FILTER TECHNOLOGY UK LIMITED GENDER PAY GAP REPORT**

GVS Filter Technology UK Limited is required by law to publish an annual gender pay gap report.

This is their report for the snapshot date of 5 April 2019.

- The mean gender pay gap for GVS Filter Technology UK Limited is 14.2%.
- The median gender pay gap for GVS Filter Technology UK Ltd is 5.6%.
- The mean gender bonus gap for GVS Filter Technology UK Ltd is 33.0%.
- The median gender bonus gap for GVS Filter Technology UK Ltd is 39.2%.
- The proportion of male employees in GVS Filter Technology UK Ltd receiving a bonus is 43.4% and the proportion of female employees receiving a bonus is 41.6%.

#### **Pay quartiles by gender**

<b>Band</b>	<b>Males</b>	<b>Females</b>	<b>Description</b>
A	67.5%	32.5%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	58.7%	41.3%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	67.5%	32.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	80%	20.0%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172).





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## What are the underlying causes of GVS Filter Technology UK Ltd's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

GVS Filter Technology UK Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

GVS Filter Technology UK Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its 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.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is somewhat reflected in the make-up of GVS Filter Technology UK Ltd's workforce, where the majority of line manager and senior manager roles are held by men. However, the majority of administrative roles within its sites are held by women and operative roles are fairly divided male to female.

This can be seen above in the table depicting pay quartiles by gender. This shows GVS Filter Technology UK Ltd's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within GVS Filter Technology UK Ltd, 80% of the employees in Band D are men and 20.0% women. This represents a reduction in the percentage of women in the most senior roles from the previous year but is actually a reflection of the fact that during the year one senior female employee was replaced by one senior male employee. The percentage of female employees gradually increases through Bands B and C, with 32.5% in Band C and 41.3% in Band B and



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then drops back to to 32.5% in Band A. This is an improvement on the previous year and reflects the fact that women are more represented in supervisory, technical and sales roles.

Turning to the actual gender pay gap figures, the mean gender pay gap has slightly decreased from 14.4% last year to 14.2% this year but the Median Gender Pay Gap has increased slightly from 4.4% to 5.6%. It is unlikely that these differences are significant, probably only relating to random changes in mix of the workforce.

The proportion of men at GVS Filter Technology UK Ltd who received a bonus in the 12 months up to 5 April 2019 was 43.4%, while for women this was 41.6%. Last year the figures were 42.4% and 30.6% respectively

The mean gender bonus gap for GVS Filter Technology UK Ltd is 33.0%% while the median gender bonus gap is 39.2%.

These figures represent a substantial increase in the percentage of women receiving a bonus but an equally substantial increase in both the mean and median bonus pay gap.

The bonus gap figures are mainly a statistical anomaly caused by the majority of office and sales staff receiving no bonus in that year. The figures are further skewed by a small number of male sales staff receiving substantial performance bonuses in the year. The proportion of women receiving a bonus reflects an increase in the proportion of women moving into production supervisory roles, which attract bonuses, as can be evidenced by the increase in the percentage of women in Quartile B compared to the previous year.

### **How does GVS Filter Technology UK Ltd's gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that GVS Filter Technology UK Ltd's gap compares favourably with that of other organisations, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.3%. At 14.2%, GVS Filter Technology UK Ltd's mean gender pay gap is below that for the whole economy.

The median gender pay gap for the whole economy (according to the October 2019 ONS ASHE figures) is 8.9%. At 5.6%, GVS Filter Technology UK Ltd's median gender pay gap is, therefore, lower than that for the whole economy.

	<b>GVS Filter Technology UK Ltd</b>	<b>2019 ONS ASHE whole economy</b>
Mean gender pay gap	14.2%	17.3%
Median gender pay gap	5.6%	8.6%





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### **What is GVS Filter Technology UK Ltd doing to address its gender pay gap?**

While GVS Filter Technology UK Ltd's gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject about which GVS Filter Technology UK Ltd is complacent, and it is committed to doing everything that it can to reduce the gap. However, GVS Filter Technology UK Ltd also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

Over the coming years GVS Filter Technology UK Ltd will be creating an evidence base to understand and identify any barriers to gender equality. Areas to be monitored will include but are not limited to:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the organisation;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

I, Paulo José Ferreira Raquel, Managing Director, confirm that the information in this statement is accurate.

Signed

Date

23 March 2020



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