

Gender Pay Lucchini Unipart Rail Ltd

Lucchini Unipart Rail Ltd (LUR) is required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation. The current reporting period is 6th April 2017 to 5th April 2018.

The results identify:

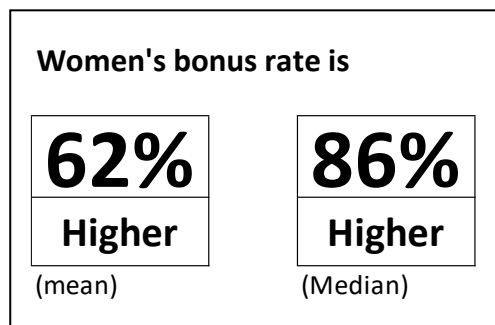
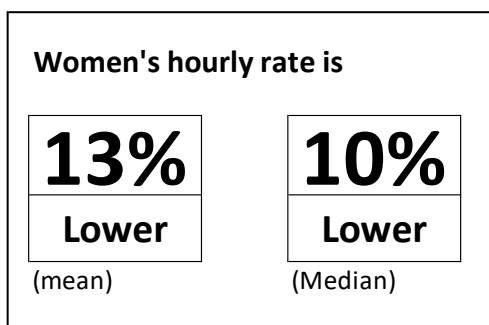
- The difference in mean and median pay and bonus levels
- The balance of male and female employees

The challenge in any organisation is to minimise the gender pay gap and the Directors of LUR recognise they must strive to build a balanced and diverse workforce.

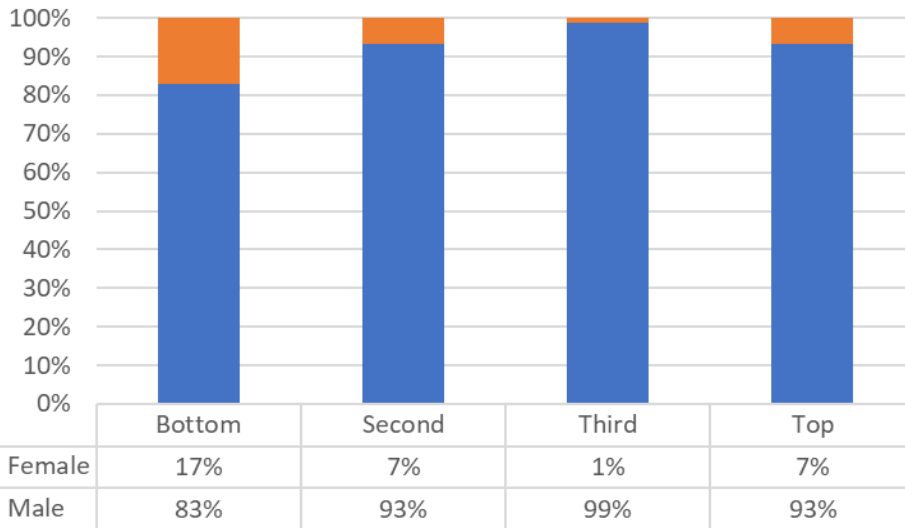
The Directors are confident that men and women are paid equally for doing equivalent jobs across the company. However, our industry and our business (heavy engineering in the rail sector) are characterised by a significant imbalance between male and female employees. This divergence is particularly marked amongst our production teams that represent the highest number of employees. LUR will continue to do all it can to attract women into the business, whilst recognising that nationally, less than 10% of the engineering workforce is female (The Institute of Engineering and Technology).

The results for 2018 show a relative increase over 2017 in the both the women's hourly rate of pay and the women's bonus rate.

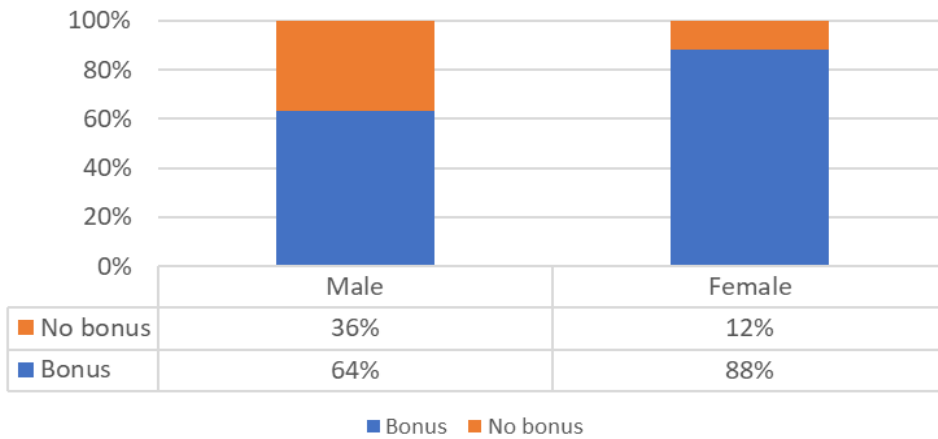
Reporting



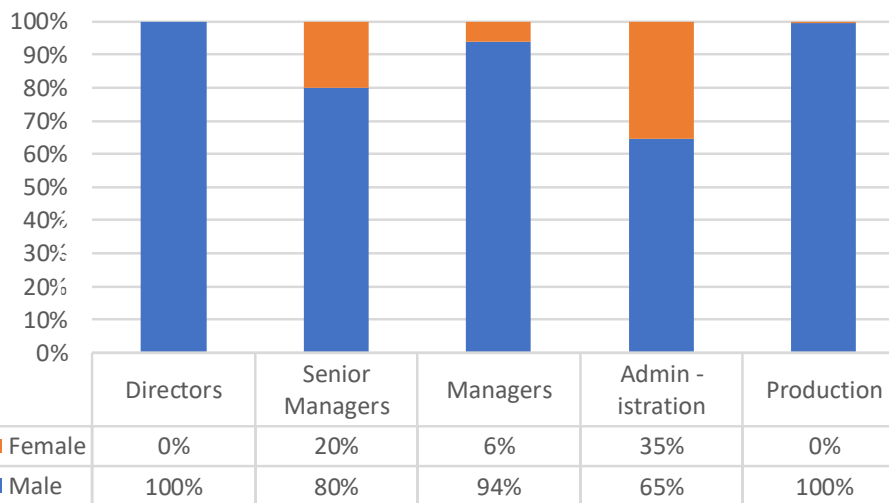
Quartile analysis of male and female employees



Proportion of employees earning a bonus



Employees by role



Female	0	2	1	24	1
Male	3	8	16	24	249
Total	3	10	17	48	250