

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 2020 to 5th April 2021.

The results identify:

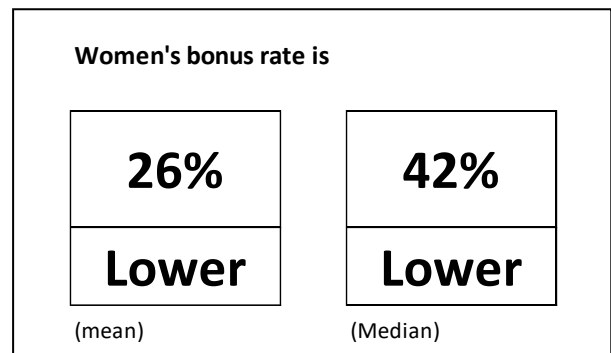
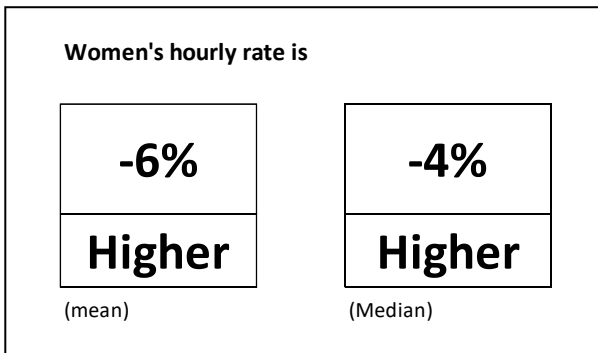
- The difference in mean and median pay and bonus levels
- The balance of male and female employees

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.

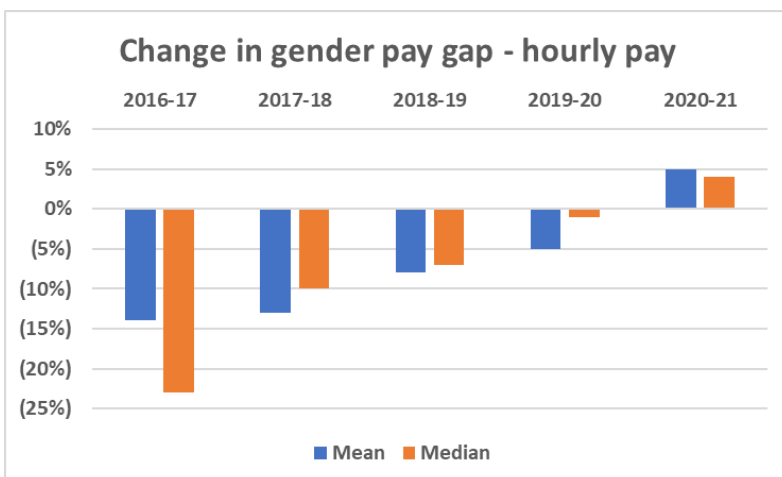
The Directors are confident that men and women are paid equally for doing equivalent jobs across the company. However, our industry and our business (heavy engineering in the rail sector) continues to be characterised by a significant imbalance between male and female employees. This divergence is particularly marked amongst our production teams as shown in the data below. They represent the highest number of employees. LUR will continue to do all it can to attract women into the business. Engineering UK reported in June 2021 that there had been a 25.7% increase in women in engineering since 2016. However, they still only represented 14.5% of all engineers.

The results for 2021 show that for hourly rates of pay, women’s pay exceeds that for men for both the mean and median calculation. Bonuses for women remain lower than for men on both measures.

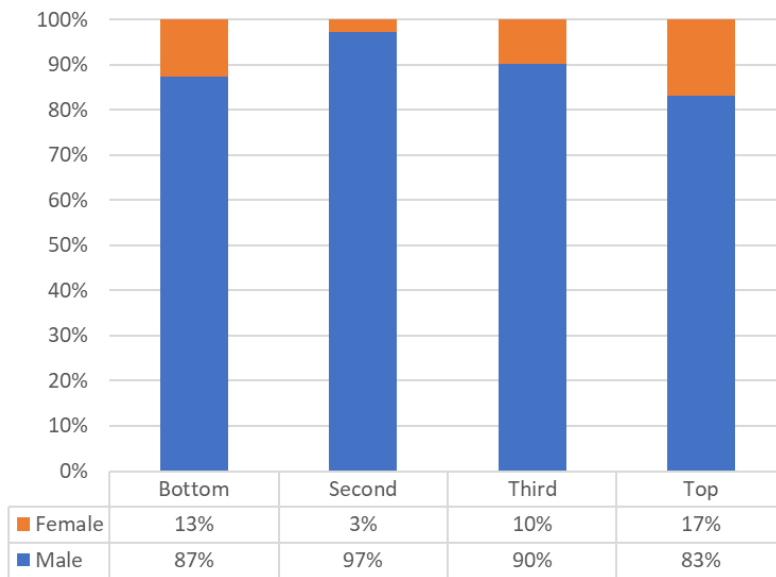
Reporting



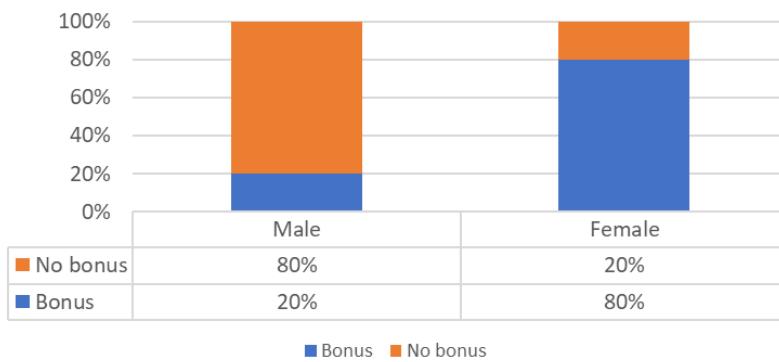
Other Data



Quartile analysis of male and female employees

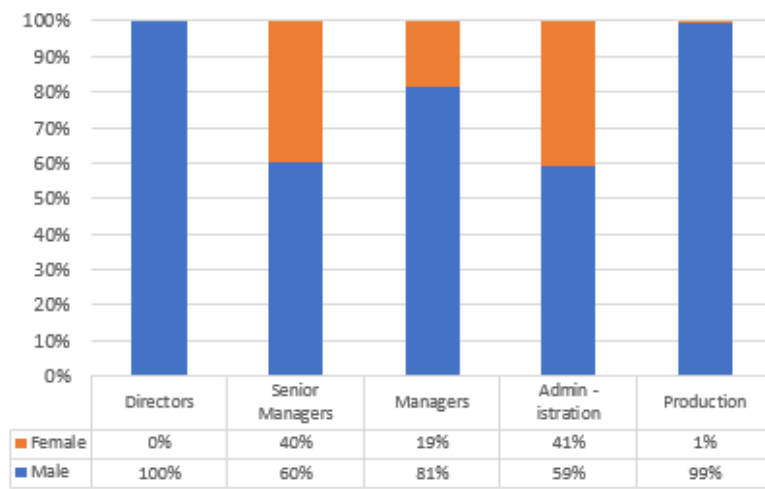


Proportion of employees earning a bonus



■ Bonus ■ No bonus

Employees by role



Female	0	2	5	22	1
Male	3	3	22	32	194
Total	3	5	27	54	195