

Prinovis UK Gender Pay Gap Report 2016/17



2017:Mandatory Metrics to Report



The Prinovis UK Gender Pay Gap Report Details:

The mean gender pay gap	8.2%
The median gender pay gap	21.4%
The mean gender bonus gap	33.34%
The median gender bonus gap	18%
The proportion of male employees receiving a bonus	6.7%
The proportion of female employees receiving a bonus	15%



2017:Gender Pay Quartiles

Prinovis UKUK

Band	Males	Females	Description
A	80.8% (97)	19.2% (23)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	89.3% (108)	10.7% (13)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	96.7% (117)	3.3% (4)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	89.3% (108)	10.7% (13)	Includes all employees whose standard rate places them above the upper quartile



The Gender Pay Gap in Prinovis UK - Context

- The working population of Prinovis UK is split 89% Male v 11% Female
- The **Mean Gender Pay Gap** is 8.2% which is 9.2% less than those employed in the manufacturing sector.
- The main reason for this is that Prinovis UK has a grading structure which affects 66% of all employees and 68% of the females employed are situated in the bottom 2 pay quartiles.
- The **Median Gender pay gap** is 21.4% which is 0.5% less than the manufacturing sector
- The main reason for this is that there are 74% male v 26% female holding Senior Leadership Roles. The Prinovis Local Management Board comprises 80% male v 20% female and the highest salary levels are held by the male board members
- **The Mean Gender Bonus gap** is 33.34% which is 8.66% less than those employed in the manufacturing sector.
- The population of employees receiving a bonus in Prinovis UK is 6.2% (30) and of those receiving a bonus 73.4% (22) are male v 15% (8) female.
- **The Median Gender Bonus gap** in Prinovis UK is 18.0% which is 3% higher than the manufacturing sector.



Prinovis UK – Taking Action

Prinovis

The following is a plan of activity to support in addition, that which Prinovis UK has already taken to reduce the gender pay gap.

- In 2017 and 2018 all employees will receive a Bonus.
- Salary Benchmarking activity to take place twice a year for all roles not associated with Collective Bargaining ensuring that salary levels are appropriate in all cases.
- Roll out of unconscious bias training for all in a Leadership Position.
- Introducing and extending flexible working strategies that will help to retain and promote males and females.
- Regular feedback from employees is taken via Bertelsmann Worldwide Employee Survey which covers compensation and benefits.



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