

## SGL Carbon Fibers Ltd 2017 Gender Pay Gap Report

At the snapshot date of 5<sup>th</sup> April 2017, we had a total UK workforce of 282 employees, of which 35 are female and 247 are male. We pay men and woman exactly the same for doing equivalent jobs. In common with many other businesses in the manufacturing sector, we have historically had a higher proportion of male employees and as a result most of our higher paid roles are carried out by men, many of whom have worked their way up through the company.

We hope the proportion of females within our workforce will increase over time, as we are committed to promoting equality and diversity in the workplace. We are currently involved in an initiative aimed at encouraging young people into careers in science, technology, engineering and mathematics, which we hope will redress the balance over the coming years.

Gender pay gap <sup>1)</sup> – Mean<sup>2)</sup> 32.9%, Median<sup>3)</sup> 29.5%

Gender bonus gap – Mean 68.3%, Median 37.8%

Proportion of men and women receiving bonuses – Male 100%, Female 100%

Proportion of men and women in each quartile – see below

	Female %	Male %
Q1 (Lower)	28.2%	71.8%
Q2	7.0%	93.0%
Q3	9.9%	90.1%
Q4 (upper)	4.3%	95.7%

I confirm the reported data is accurate.



Alistair Fear  
Finance & HR Director  
SGL Carbon Fibers Limited

Source: UK Government Equalities Office, Guidance “Managing gender pay gap reporting”, December 2017

- 1) The gender pay gap shows the difference between the average (mean or median) earnings of men and women.
- 2) A mean average involves adding up all numbers and dividing the results by how many numbers were in the list.
- 3) A median average involves listing all numbers in numerical order. If there is an odd number of results the median average is the middle number. If there is an uneven number of results the median will be the mean of the two central numbers.