

FOREWORD

Make UK, the Manufacturers' Organisation, is helping thousands of companies to evolve and compete in a fast-changing world. We offer a range of consultancy, support and training services to businesses across the UK and internationally, including helping those that we work with to reduce their impact on the environment and remain in compliance with legislation through a range of environmental services.

Make UK have staff based at locations in England and Wales: London, Bristol, Bridgend, Reading, Leamington Spa, Birmingham, Sheffield, Warrington and Gateshead.

Under new legislation that came into force in April 2017, UK employers with more than 250 employees must publish and report specific figures about their gender pay gap. This is in the form of a written statement on their public-facing website and report their data to government online - using the gender pay gap reporting service.

Organisations must publish within a year of the snapshot date. For example, businesses and charities must publish by 4 April each year. Public sector organisations must publish by 30 March each year.

Make UK 2018 ~ GENDER PAY REPORT [Written Statement]

This is the report for the snapshot date of 5 April 2018:

- The mean gender pay gap for Make UK is 20.5%
- The median gender pay gap for Make UK is 21.27%.
- The mean gender bonus gap for Make UK is 25.19%.
- The median gender bonus gap for Make UK is -19.8%

Gender pay gap

	Median hourly rate	Mean hourly rate
Pay gap	21.27%	20.5%

Gender bonus gap (12 months bonus figures)

	Median gender bonus gap	Mean gender bonus gap
Gender bonus gap	-19.8%	25.19%

Proportion of males and females receiving bonus

	Male	Female
% of male and female employees receiving a bonus	20%	13.21%

The above table shows our mean and median hourly gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2018) for pay and in the 12 months reference period to 5 April 2018 for bonus.

Quartiles

	Male	Female	Description
Lower	30.3%	69.7%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle	61.8%	38.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle	60.16%	39.84%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper	59.02%	40.98%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

The above chart illustrates the gender distribution of men and women in each quartile of Make UK's pay structure.

All figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Make UK is committed to addressing diversity and believes that our staff have the opportunity to maintain a reasonable work life balance.

- Make UK carries out pay and benefits audits at regular intervals (including analysis at pay review times and during recruitment projects);
- Both men and women in business development and sales roles have an equal opportunity to participate in and earn bonus;
- Make UK has a long standing commitment to flexible working practices and policies. For example, from a total number of 436 staff, we currently employ 75 part time members of staff (57 female and 18 male).

Understanding the gap?

The following is provided in order to better understand why Make UK mean gender pay gap is currently 20.5%:

- The gap is reflective of a wide range of different jobs that are undertaken across the organisation including the hospitality, education and professional sectors. For example, it is widely reported that there is a serious under-representation of women in engineering. This is reflected in the number / ratio of male/female teaching staff at our Apprentice & Skills Centre. It is also widely known that the hospitality sector attracts more female job applicants and this is reflected in the numbers of casual staff that are recruited from time to time at our Venues and Conferencing locations.
- The rates of pay where staff work will be affected by geographical variations and this could affect the gender pay gap subject to the proportion of men and women working at its different locations.
- One major reason for Make UK's mean gender pay gap is that there are fewer women in senior positions and if, by way of example, you take out the male employees from the Executive Board and Senior Management Team this gap significantly drops to around 7%. When higher paid female staff do leave the organisation from time to time, this also has a negative impact on the mean gender pay gap.
- The median gender pay bonus gap is reflective of a much higher number of female staff than male staff in Business Development / Sales roles where there is the opportunity to earn commission/bonus of a higher weighting.

Make UK is therefore confident that its gender pay gap is not as a result of paying men and women differently for the same or equivalent work. Its gender pay gap is the result of the different roles in which men and women work within the organisation and the salaries that these roles attract.

What is Make UK doing to address its gender pay gap?

Make UK will continue to carry out pay and benefits audits at regular intervals (including analysis when pay is due to be reviewed).

I, Stephen Phipson CEO, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to be 'S. Phipson', written over the 'Signed' label.

Date