

2022 Gender Pay Gap Report

Sertec Corporation Ltd

Sertec Corporation Ltd employed 853 relevant employees on the 5th April 2022 (snapshot date). 83% (712) of this population were male and 17% (141) female.

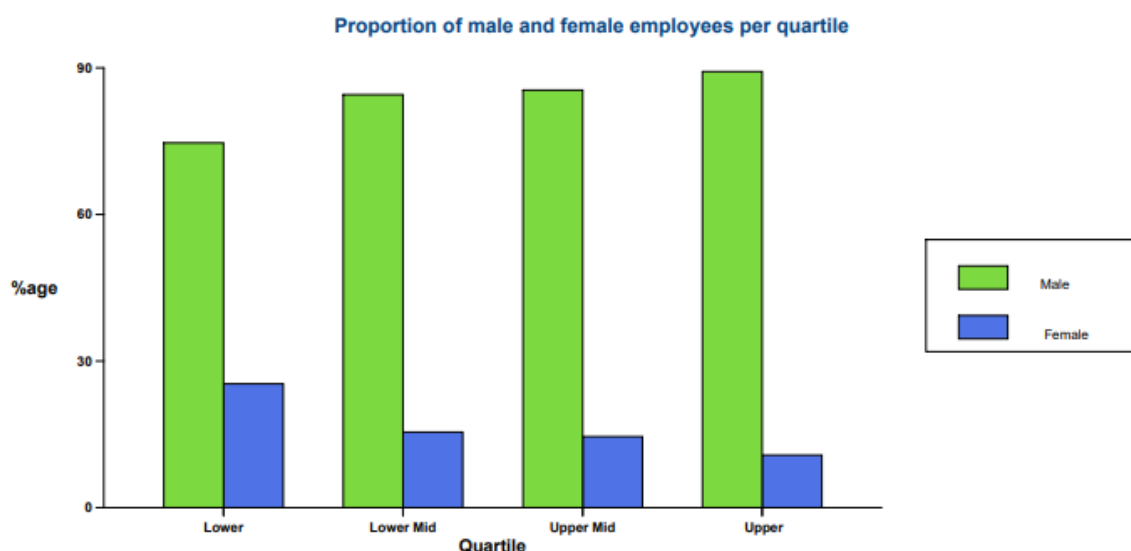
Founded in 1962, Sertec is a leading automotive engineering organisation with footprint in the UK, Hungary, Germany, and China. We offer our customers (both automotive and non-automotive) an extensive product range with an ongoing commitment to incorporate new technologies into our once traditional manufacturing processes.

Our statistics:

	MEAN	MEDIAN
Pay Gap	9.93%	8.18%
Bonus Gap	100%	100%

Proportion of Employees receiving a bonus	
Male	0.84%
Female	0.00%

The proportion of Males/Females in each quartile:



Commentary:

- Sertec Corporation Limited mean Gender Pay Gap is 9.93% against the UK average of 5.45% *Office of National Statistics (ONS)

- Sertec Corporation Limited median Gender Pay Gap is 8.18% against the UK average of 9.71% *Office of National Statistics (ONS)
- Pursuit of STEM education and subsequent professions amongst women continues to drive a lower representation within Manufacturing/Engineering. Sertec is working on a number of initiatives to combat this scenario:
 - Local school involvement to increase awareness of STEM careers
 - Leadership training to include managing inclusion / unconscious bias
 - Reverse mentoring
 - A robust internal grade and salary benchmark system.

I confirm the reported data is accurate.



Natalie Carter

Group Human Resources Director

Sertec Corporation Limited

April 2023