



Gender Pay Reporting supporting statement

Our gender pay results are available here:

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>

Why we have a gender pay gap

- Of total employees, 76% are male compared to 24% females – it is a male dominated workplace.
- Historically the technical sales and engineering sector dominated by males, and these are the higher paid teams in the business. The shortage of Engineers is also pushing up the pay within this group.
- There is no discrimination when comparing male vs female engineers who are doing the same role. When on-boarding these candidates they start employment on the same salary and progression scheme.
- Long service employees are mainly male which will contribute to their higher salaries and progression to senior roles. Of the employees who have 20 years of service or more, only 19% are female. This could be due to women not returning to paid employment during the 1970's and 1980's. Due to a low labour turnover rate within the company, this has resulted in a low number of vacancies within senior roles meaning less opportunity to progress to these higher paid positions.
- National figures shows that senior roles within engineering are mostly filled by males as per the link below.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentbyoccupationemp04>

ONS government statistics published August 2016 (up to date figures expected to be published late August 2017) looking at 3381 employees

Employees in Managerial, Director, Senior positions

Males – 65%

Females – 35%

Of which are engineering professionals

Males – 13%

Females – 1%

This shows that Continental are displaying the current national trend, especially sector specific.

- Within departments male and female colleagues working in identical roles are paid equally.

Caveat

- Salary sacrifice has impacted the figures. Before hourly rates are calculated all salary sacrifice amounts are removed such as pension, childcare vouchers, cycle to work scheme payments, learning and development loan repayments. This has had an effect on the hourly rates meaning that some of not representative of total remuneration packages. This needs to be considered when looking at the figures.

Steps we plan to take to reduce the gender pay gap

- Continental actively encourage females to take part in our Talent Program. 60% of the nominated employees in last 3 years have been female.
- 25% of our Engineering graduate intakes between 2015-2017 were female. This is above the sector average
- Continental are trying to further encourage applications from females by taking such measures as advertising via in Women in Engineering Society.
- Continental now state in all job vacancy adverts that we consider flexible working. Our enhanced flexible working policy was released November 2017. We offer the consideration of part time working and flexible working patterns, sameday flex working, sabbaticals and time off for dependents. We hope this encourages female employees to return to the workplace following a period of leave.