

## James Dawson & Son Ltd (Division of Fenner PLC) – Gender Pay Gap

The data presented is for the employees of James Dawson & Fenner Precision manufacturing business units based in Lincoln (known internally as Fenner Precision Polymers UK), as well as Fenner Drives warehouse and office employees based in Dewsbury.

Figures below have been calculated with data collected as at 5<sup>th</sup> April 2019.

### Pay Gap

The calculation includes all employees (hourly paid & salaried) including entitlements to shift allowance and other premiums:

- Mean gender pay gap = - 13.7%
- Median gender pay gap = 1.7%

### Bonus Gender Pay Gap

This calculation is only applicable to those who received a bonus:

- Mean bonus gender pay gap = - 335.6%
- Median bonus gender pay gap = - 283.8%

### Proportion of Male/Female Employees Receiving a Bonus

This calculation is applicable to all employees:

- Males receiving bonus = 1.3%
- Females receiving bonus = 5.9%

### Proportion of Male/Female in Each Quartile

- Upper Quartile – Male = 77.7%
- Upper Quartile – Female = 22.3%
- Upper Middle Quartile – Male = 89.4%
- Upper Middle Quartile – Female = 10.6%
- Lower Middle Quartile – Male = 91.5%
- Lower Middle Quartile – Female = 8.5%
- Lower Quartile – Male = 69.5%
- Lower Quartile – Female = 30.5%

## Narrative

### Pay Gap

The negative mean gender pay gap is explained by the fact that we are a labour intensive manufacturing company and generally there are more male factory operatives at lower salary levels than females. Our female employees tend to be in staff or management positions which are higher paid.

### Bonus Pay Gap

For this period, only 8 employees received bonuses, 4 male and 4 female, with the females being in more senior positions with larger bonuses.

### Proportion of Male/Female Receiving a Bonus

As above, only 8 employees received bonuses, 4 male and 4 female.

### Quartiles

The figures show that male employees are dominant in all quartiles due to the industrial sector which the business operates in which historically attracts more males than females. However, we are seeing more females attracted to manufacturing as a career option and we are seeing an increase in the number of females filling Management and Leadership positions. However, the majority of our female employees still tend to be in lower paid office and administration roles, or in factory operative positions, but the pay gap is starting to close and has improved year on year. More females are also moving up the quartiles and into the upper.

In summary, the business is a technically driven manufacturing operation which has historically been more male dominated, but this is changing (albeit very slowly). We do not discriminate between male / female pay for same or similar roles. For hourly paid the pay grades are fixed based on factors such as time spent in the role, relevant training, experience and merit. Similarly, for salaried staff, the pay is determined by the role and the relevant experience and qualifications of the individual fulfilling the role, as well as performance. For all vacant positions we accept applications from all genders and ethnic backgrounds and recruitment is determined by the suitability of the individual to successfully fulfil the role which is not gender specific.



Paul J. Edwards  
Managing Director

10<sup>th</sup> March 2020