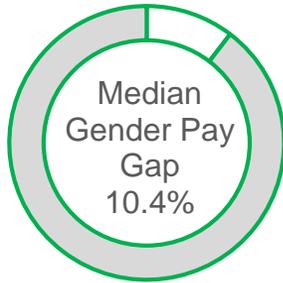
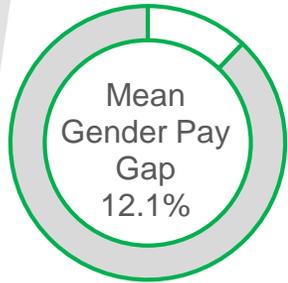


Bromford Industries – Gender Pay Gap Report 2017



Bromford Industries is committed to building an environment of equal opportunities for all Employees irrespective of gender. The data in this report covers the 3 Bromford Sites based in the UK, referring to pay data as of the snapshot date of 05 April 2017.



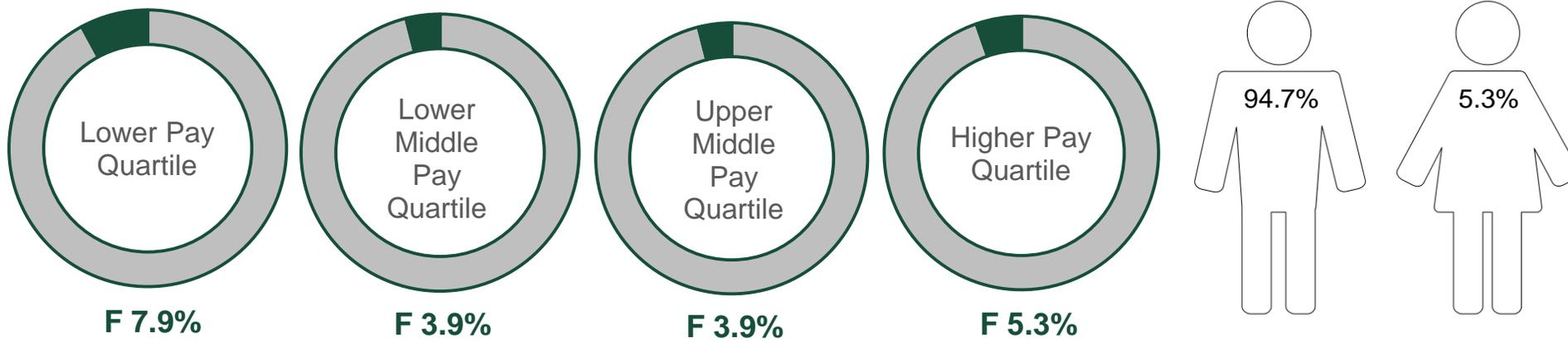
The Gender Pay Gap is not the same as Equal Pay. The Gender Pay Gap shows the difference between the mean (average) and the median (mid-point) hourly earnings of men and women irrespective of job role across the workforce. The Gender Pay Gap highlights that our organisation is predominantly male. In line with the reporting guidelines, the statistics provided include base salary and other allowances such as shift premiums.

As per the statistics above, Bromford's average Gender Pay Gap is 12.1%. This is lower than the UK average Gender Pay Gap of 18.1%. No bonus payments were paid to any Employees in the 12 months prior to the snapshot date. We believe that the Gender Pay Gap at Bromford is due to operating in the Manufacturing and Engineering Sector, which has historically had a significantly higher proportion of male employees in technical manufacturing roles. This is further reflected in the Senior Leadership Team as the majority of Managers at Bromford are male.



This trend is not unusual for Companies in our Industry as we rely on highly-skilled workers from STEM-related fields (Science, Technology, Engineering and Maths). It is well documented that there is a UK wide under-representation of females operating in these subject areas from school age through to later career, which leads to a much smaller pool of female talent in the Manufacturing and Engineering Sector.

*Office of National Statistics 2016



The proportion of females (F) in each pay quartile is presented above. There is significantly greater proportion of male employees across all levels of our Business which again is a direct reflection of the Sector in which we operate. Reflectively 94.7% of the Bromford workforce on the snapshot date were male.

Bromford's Commitment going forward...

We will continue to foster a culture of diversity and inclusion and promote equal opportunities as per our Equal Opportunities Policy and our Ethics Policy. We will regularly review our approach to pay equality and will continue to offer equal pay to our male and female employees when undertaking comparable work.

Whilst we will continue to select, develop and promote the very best people basing our judgement solely on suitability for the role, we recognise the need for a more balanced gender representation within the workforce. Therefore we will continue to support local training providers and schools to promote careers within STEM and recruit more apprentices. Bromford will also continue to review and update Policies internally to allow for a more flexible working environment that will support women to progress in their careers. It is anticipated that the continuation of these actions will support reduction in the current Gender Pay Gap.

This statement has been published in accordance with the Equality Act (Gender Pay Gap Information) Regulations 2017.

I confirm that the information and data reported is accurate as of the snapshot date of 05 April 2017.

Gary Lowe, Chief Executive Officer