

# BRUSH Gender Pay Gap Report 2020



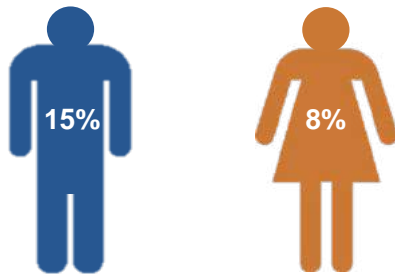
## Gender Pay Gap



## Gender Bonus Gap

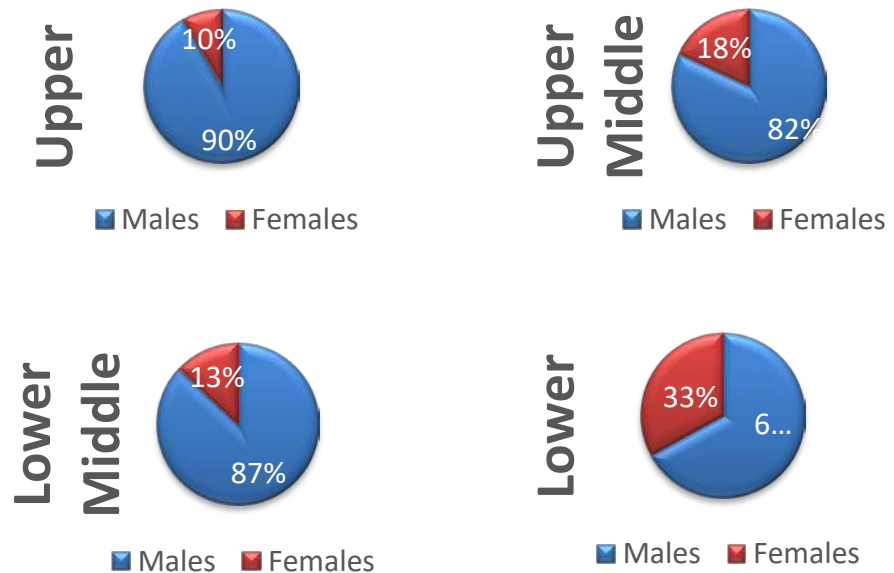


Proportion of men and women who received a bonus



In line with Government Regulations BRUSH is publishing its Gender Pay Gap report for 2020. For the purposes of the Regulations, the relevant BRUSH employing entity is BRUSH Electrical Machines Limited ("BEM"). A restructuring of the company during the relevant period resulted in a reduction in manufacturing jobs and as a result mean gender pay gap for BEM increased from 9.8% in 2018 to 22.11% in 2019 and BEM's median gender pay gap has increased from 1.9% to 13.74%. The corresponding national mean and median average gender pay gap figures for UK manufacturing companies are 14.1% and 18.1% respectively\*. There is a gap because manufacturing work tends to attract more male than female employees. However, we can confirm that male and female employees are paid equally for doing equivalent jobs with equivalent experience. Bonuses were paid to the Executive Team which at the time was a mainly male population.

## Quartile bands



### Declaration

We confirm that the information and data reported are accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Christian Lordereau**  
Director, BRUSH Electrical Machines Limited

\*Source: Office for National Statistics 2019 Annual Survey of Hours and Earnings gender pay gap table by industry (SIC2007 Table 16.12)