

# Brush Gender Pay Gap Report 2018



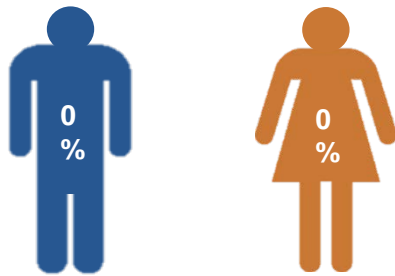
## Gender Pay Gap



## Gender Bonus Gap

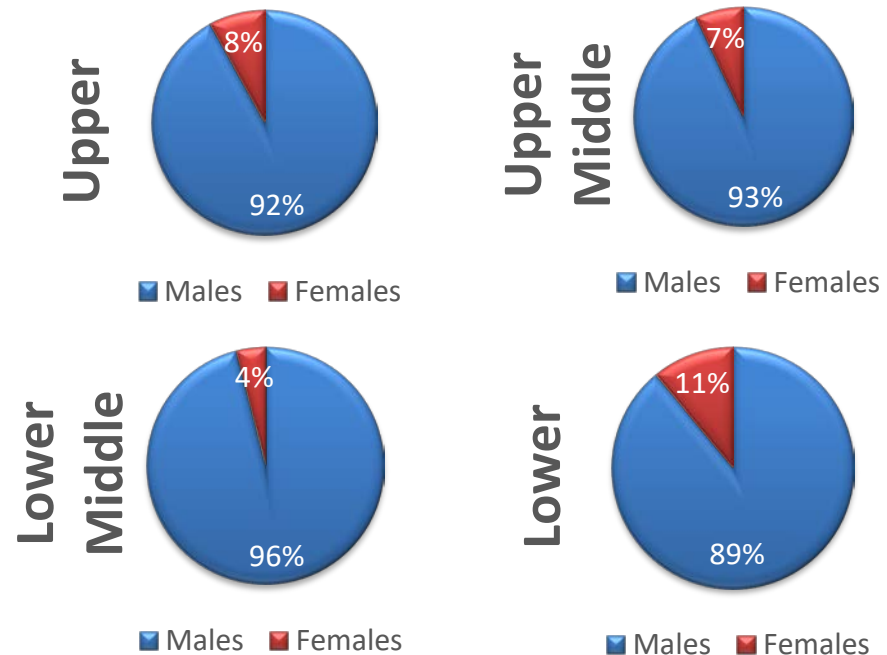


Proportion of men and women who received a bonus



In line with Government Regulations Brush is publishing its second Gender Pay Gap report. 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 has seen BEM's mean gender pay gap reduce from 11.9% in 2017 to 9.8% and BEM's median gender pay gap has reduced from 4.6% to 1.9%, which we note appear to be significantly smaller than the corresponding national mean and median average gender pay gap figures for UK manufacturing companies of 15.8% and 20.3% respectively\*. There is a gap because manufacturing work tends to attract more male than female employees. However, we can confirm that men and women are paid equally for doing equivalent jobs with equivalent experience. Bonuses were not paid to any employee during the relevant period.

## 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.

**Chris Abbott**  
Director, Brush Electrical Machines Limited

\*Source: Office for National Statistics 2018 Annual Survey of Hours and Earnings gender pay gap table by industry (SIC2007 Table 16.12)