

Brush Gender Pay Gap Report 2017



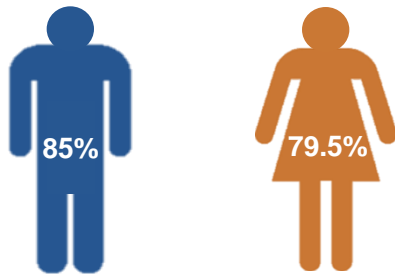
Gender Pay Gap



Gender Bonus Gap

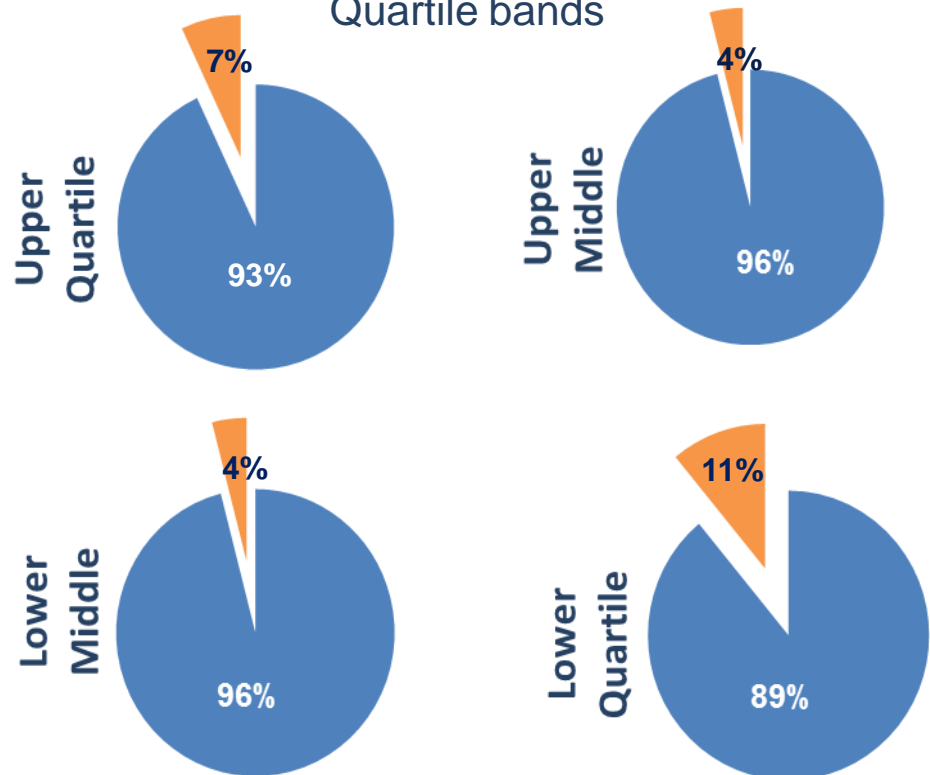


Proportion of men and women who received a bonus



In line with new Government Regulations Brush is publishing its first Gender Pay Gap report. For the purposes of the Regulations, the relevant Brush employing entity is Brush Electrical Machines Limited ("BEM"). As shown in this report, BEM's mean gender pay gap is 11.9% and BEM's median gender pay gap is 4.6%, 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 16.5% and 20.8% 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. The percentage of males and females receiving a bonus is not significantly different. The Gender Bonus Gap is driven by having more men than women at senior level.

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.

Geoffrey Martin
Director, Brush Electrical Machines Limited

*Source: Office for National Statistics 2017 Annual Survey of Hours and Earnings gender pay gap table by industry (SIC2007 Table 16.12)