

BRUSH Gender Pay Gap Report April 2021



Gender Pay Gap

Mean
10.66%

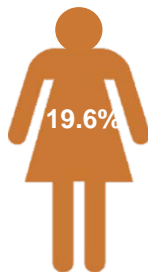
Median
5.35%

Gender Bonus Gap

Mean
81.08%

Median
50.29%

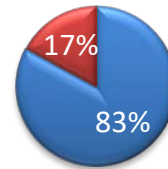
Proportion of men and women who received a bonus



In line with Government Regulations BRUSH is publishing its Gender Pay Gap report for 2021. For the purposes of the Regulations, the relevant BRUSH employing entity is BRUSH Electrical Machines Limited ("BEM"). A restructuring of the company in recent years has seen BEM's mean gender pay gap reduce from 22.11% last year to 10.66% and BEM's median gender pay gap has reduced from 13.74% to 5.35%. The corresponding national mean and median average gender pay gap figures for UK manufacturing companies are 9.8% and 15% respectively*. Engineering 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. BRUSH continues to take steps to increase the number of females holding senior positions.

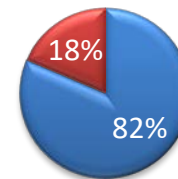
Quartile bands

Upper



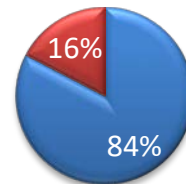
■ Males ■ Females

Upper
Middle



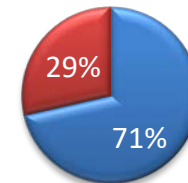
■ Males ■ Females

Lower
Middle



■ Males ■ Females

Lower



■ Males ■ Females

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 2021 Annual Survey of Hours and Earnings gender pay gap table by industry (SIC2007 Table 16.12)