



UK Gender Pay Gap Report 2020

Knorr-Bremse Rail Systems (UK) Limited



KNORR-BREMSE

Our Gender Pay Gap Report

Welcome to the Knorr-Bremse Rail Systems (UK) Limited Gender Pay Gap Report for 2020.

Due to the coronavirus pandemic, the Government Equalities Office suspended compulsory reporting for the snapshot date of 2019. Despite no report being published for 2019 Knorr-Bremse have continued to monitor the key data which will provide an accurate picture for our Gender Pay Gap report.

Knorr-Bremse continues the journey towards further improving our gender pay gap. The issue of under-representation of females within the rail sector continues to be a challenge; we have and will continue to focus on making a difference.

Our people are crucial to the success of our organisation, and we look to attract, motivate, develop and retain the best talent, irrespective of their gender. Our cultures is inclusive, and all our team members are empowered and valued.

We embrace the importance of our Values: Responsibility, Passion, Technological Excellence, Entrepreneurship, and Reliability

and we embrace these Values within our competencies during recruitment and development of our team members.

We are pleased to report that our results of a 4.0% gender pay gap is way ahead of the national figure of **15.5%** and the UK average manufacturing figure of **13.3%**. Throughout this report we will guide you through our results, our achievements to date and what further progress we will be looking to achieve in the coming year.

Nicola Clark

HR Director

Knorr-Bremse Rail Systems (UK) Ltd.



What is the Gender Pay Gap?

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation.

The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for equal work.

Equal pay is a legal requirement in the UK and an important matter of principle that Knorr-Bremse is committed to and abides by.

The UK Mean Gender Pay Gap is **15.5%**

[Source: ONS 2020]

The UK Manufacturing Mean Gender Pay Gap is **13.3%**

[Source: MAKE UK 2020]

The Knorr-Bremse UK Mean Gender Pay Gap is **4.0%**

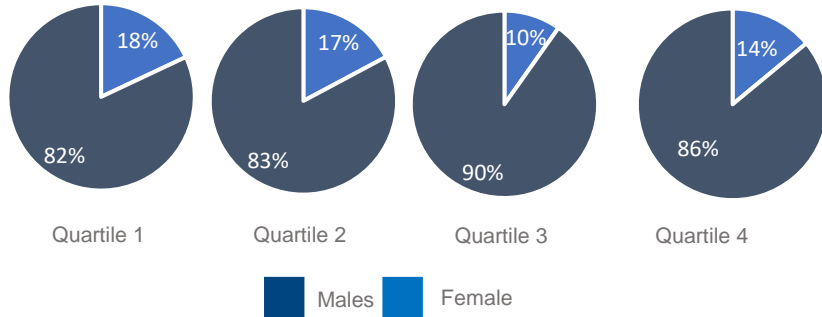
Key Data

Knorr-Bremse Rail Systems (UK) Ltd. Gender Pay Gap 2019

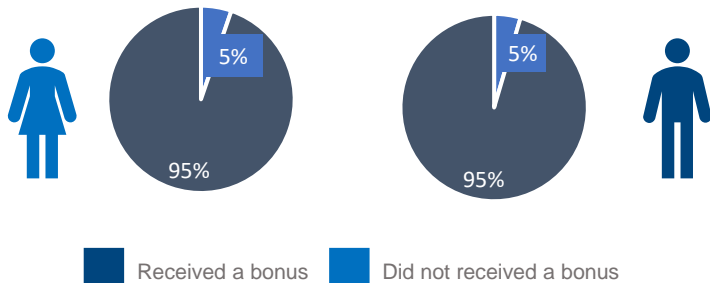
Difference between males and females

	Mean	Median
Pay Gap (Hourly Rate of Pay)	6.4%	7.6%
Bonus Gap	33.9%	0.41%

The proportion of males and females in each pay quartile



The proportion of males and females receiving a bonus payment

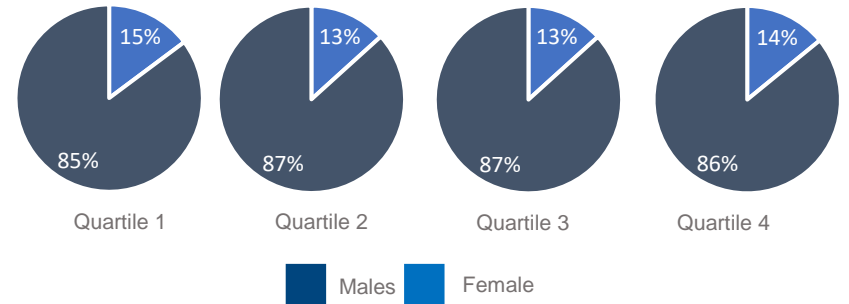


Knorr-Bremse Rail Systems (UK) Ltd. Gender Pay Gap 2020

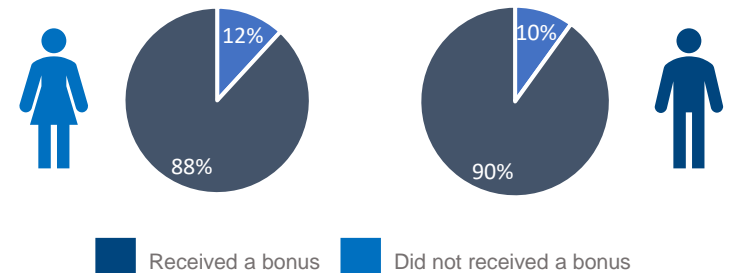
Difference between males and females

	Mean	Median
Pay Gap (Hourly Rate of Pay)	4.0%	-0.5%
Bonus Gap	5.2%	-25.1%

The proportion of males and females in each pay quartile



The proportion of males and females receiving a bonus payment



Key Factors



Knorr-Bremse Gender Split



This data is based on the snapshot date of 5th April 2020. At the point of reporting there were 541 full-pay relevant employees: 467 males and 74 females.

Our average gender pay gap is 4% which represents an improvement from our 2018 report.

The Median rate was higher for females as there has been an increase in females within a higher paid role and a larger portion of males working at lower rate i.e our manufacturing operations.

Within Knorr-Bremse Rail Systems (UK) Ltd, **90%** of men and **88%** of females received a bonus payment, which is a static result from those in 2018.

The bonus gap has improved which is as a result of more senior female employees receiving higher bonus payments.

“I am pleased with the progress we have achieved on the issue of the gender pay gap within Knorr-Bremse Rail UK. We have more to do, but we remain focused on driving down the gap within our company and to becoming a real leader in this area within the UK rail industry.”

Paul Goodhand

Managing Director

Knorr-Bremse Rail Systems (UK) Ltd.



— What are we doing about it?

Whilst we are positive against the national averages in the UK and within our sector, we continue to look for improvements. We are working hard to close our gap and make Knorr-Bremse more attractive as an employer of choice to all groups in society. We continue to work on 3 areas of focus where we can monitor our progress:

1. Recruitment

We recognise the importance of ensuring we have a pool of the best candidates from all backgrounds to apply for roles.

Achievements

- Continuation of our Undergraduate Placement scheme and Graduation Scheme.
- Employer brand has increased significantly with the use of social platforms such as LinkedIn and Twitter.

What's next...

- Encourage skill based assessments, diverse selection panels and unconscious bias training via an e-learning module for hiring managers.
- Ensure at least one female is included on shortlists for vacant positions.

We firmly believe in appointing the best candidate for the job and continually review our processes.

2. Training, Development and Progression

Ensuring our talented people have every opportunity to succeed and progress their careers, allowing them to fulfil their potential.

Achievements

- Continuation of the Leadership Talent Development, successful completion of ILM Level 5 and Level 3 first cohort
- 2nd cohort of Leadership and Management identified for CIM (Chartered Institute of Management)
- Launch of LinkedIn Learning to enhance development and progression opportunities

What's next...

- Introduction of a talent review process, identifying high potential individuals as potential successors.
- Offer sponsorship for learning through our Apprenticeship Levy fund.
- Launch of Managers Tool Kit to develop our high potentials and support our managers

— What are we doing about it?

3. Retention

Balancing home and work commitments is becoming increasingly challenging for people. We acknowledge this and provide support in order to retain the people required for the future growth of the company.

Achievements

- We focus on supporting our maternity returners and encourage paternity and shared parental leave.
- We continue to promote and review our flexible working policy, offering flexible working opportunities for all genders.
- Took part in the Rail Diversity Challenge for networking to connect with a wider range of applicants to our industry.

What's next...

- Introduce Diversity Training for our managers.

Knorr-Bremse is committed to reporting, on an annual basis, what it is actively doing to reduce the gender pay gap. We will update on progress and develop an action plan to support our next steps.

I can confirm that the gender pay gap data contained in this report is accurate.



Paul Goodhand

Managing Director

Knorr-Bremse Rail Systems (UK) Ltd.