

GENDER PAY GAP REPORT



Xtrac limited is recognised as the world leader in the design and manufacture of high performance transmission systems supporting a wide client base covering top level professional Motorsport and specialist High Performance Automotive.

The Gender Pay Gap report is based on data as at 5th April 2017. On this date 94% of employees were male and 6% were female.

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at 5th April 2017.

Pay Gap

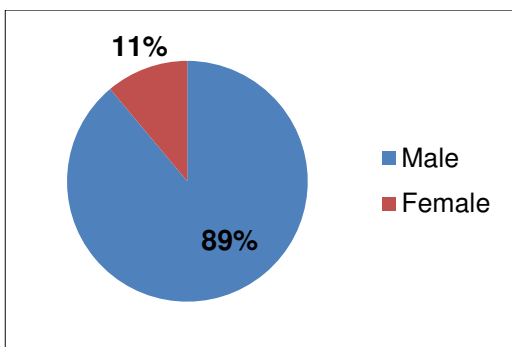
Difference between Men and Women		
	Mean	Median
Pay	23%	6%

Bonus Gap

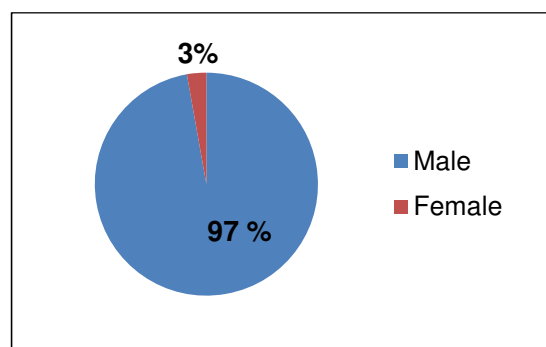
No bonuses were awarded to any employee.

Pay Quartiles

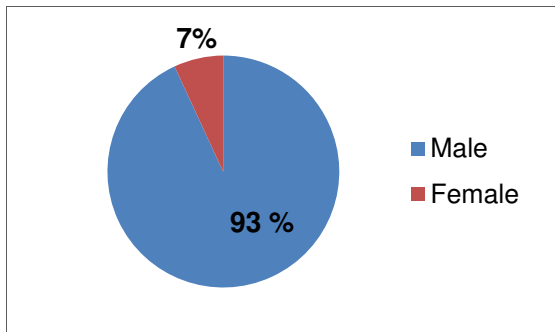
Lowest



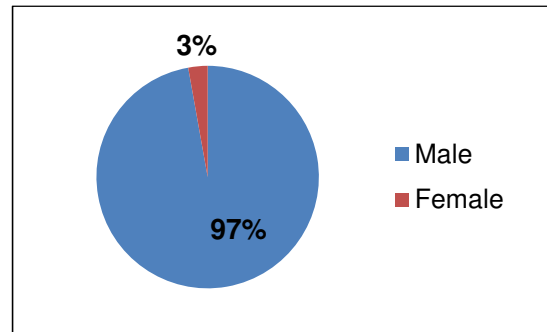
Quartile 2



Quartile 3



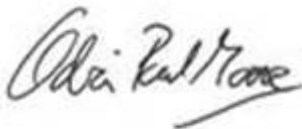
Highest



Commentary

- There are no differences in pay rates for different genders occupying equivalent roles at Xtrac Limited and we are confident that any gap in pay identified is as a result of gender mix rather than the result of any pay difference between males and females of a similar grade.
- We acknowledge that this gender mix of staff highlights a separate issue which is currently the norm in our industry which is traditionally male dominated. We pride ourselves in our recruitment process and our open and inclusive ethos and emphasis of in trying our best to encouraging females into STEM roles. At Xtrac we have an award winning apprenticeship and undergraduate schemes which are open for all to apply. To encourage females into these schemes we visit local schools, colleges and careers fairs to highlight the different careers in engineering and the opportunities available to them at Xtrac.
- We have a number of night shift operatives and they have a premium applied to their pay rate which has been accounted for in the data.
- We will continue to strive to ensure that we make Xtrac Limited an employer of choice and we will continually review our equality, diversity and inclusion policies currently in place to ensure no employee is unfavourably treated due to their gender or any other characteristic.

I confirm that the data reported is accurate



Adrian Moore
Chief Executive Officer
March 2018