

Walker Filtration Gender Pay Gap Report

Our View on Diversity

At Walker Filtration we believe that diversity is a business-critical driver for our long-term success. To capture global growth opportunities and explore the full talent pool, we strive for increased diversity and aim for inclusion in all aspects of our business. We strongly believe that organisations with greater gender balance perform better and create more inclusive work environments. Here at Walker Filtration, having a diverse, talented, and motivated workforce is key to us delivering for our customers every day.



Walker Filtration Group – 4th April 2021.

Our Organisation

Our employees are our most valuable resource. It is they who, with innovation, knowledge, and commitment, will continue to drive the business forward. We are committed to embracing differences in our people and to ensuring our employees can flourish, irrespective of gender. As a business we support the fair treatment and reward of all employees.

In Walker Filtration our values create a culture of inclusion and encourage diversity of thinking and we encourage all our employees to live by our values in their daily work.

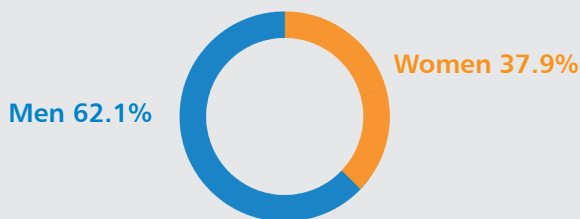
Gender Pay Gap Report

In line with government guidelines, this report sets out Walker Filtration's gender pay gap report, the reasons behind it and the steps that we are looking to take to close the gaps. Walker Filtration believe this is a positive move to show transparency and the differences in earnings between men and women and for us to take informed actions to close any gender pay gaps. Providing equal pay for equal work is in line with our Company values.

Walker Filtration Gender Pay

These figures show the difference between the mean pay gap and the median pay gap for all male and female employees, regardless of their position in the business shown as a percentage of male employees pay.

Difference in number of men to women employed in Walker Filtration Ltd.



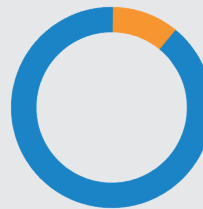
Our aim is to create a workplace that promotes and embraces the diversity of our employees as well as supporting them to achieve their own professional goals whilst adding value to our overall business performance. We have many talented colleagues, and we aim to attract greater numbers of women and other under-represented groups to Walker Filtration to ensure our workforce is reflective of the diversity in our Global customer base.

Why Gender Pay is calculated?

All organisations with more than 250 employees must publish their gender pay gap data annually, which is published on the government website. At Walker Filtration we value everyone in the Company as an individual. However, to reap the benefits of a diverse workforce it's vital to have an inclusive environment where everyone feels able to participate and achieve their potential.

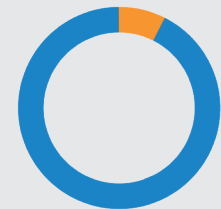
14.1%

Mean Pay Gap



7.9%

Median Pay Gap



Our Mean Pay Gap is 14.1%, the office of national statistics states that in 2020 the UK average gender pay gap was 15.5%

Whilst men and women are paid equally for equivalent work, we are an industrial engineering company and therefore many of the positions that we employ require engineering qualifications and knowledge.

Whilst we do employ some talented women in our mechanical and engineering teams, the reality of the UK labour market is that there are fewer females in the UK to fill our roles that require engineering know-how.

Many of our female employees are therefore recruited into the seemingly more 'female typical' roles in administration functions. We are proud to employ talented females in our warehousing and production teams.

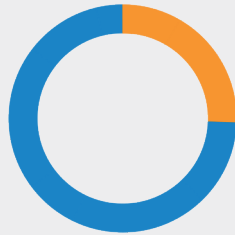
The charts below show the gender pay distribution across all UK employees based on the four pay quartiles (as at 5th April 2021).

Upper Quartile



Male 77.4%
Female 22.6%

Upper Middle Quartile



Male 75%
Female 25%

Lower Middle Quartile



Male 42.4%
Female 57.6%

Lower Quartile



Male 53.8%
Female 46.2%

The data shows that whilst men are more likely to work in leadership positions in both the upper and upper middle quartile, we are working hard to address the gender balance.

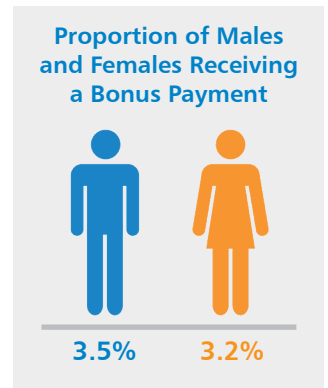
It is important that we are able to grow female leaders in the same positive way we grow male leaders.

We ask all our leaders to embrace their commitment in finding new ways and channels to broaden our recruitment pool and to ensure we offer an inclusive culture for our employees.

Bonus gender pay gap

Diversity is one of Walker Filtration’s goals for sustainable, profitable growth. Walker Filtration offers an inclusive workplace where employees are given equal opportunities, and this includes equal opportunity to participate in variable compensation programmes.

We offer a limited number of bonus programmes for management roles which explains our low percentage of both men and women in receipt of a bonus payment:



Bonus gap	Median	Mean
	14.19%	-43.01%

Our negative mean gender pay gap (for bonus) reflects the number of females who worked in management roles during the period. This means that females in Walker Filtration received better bonus payments than males in the reporting period, however the timing of payment of bonuses can influence the bonus pay gap.

We are committed to addressing the gender balance within our workforce and recognise the benefits of workplace diversity which is why we have introduced a Diversity and Inclusion Annual Plan. We work hard to encourage more women to join Walker Filtration and are using branding that is geared towards potential female employees. We recognise that across the industrial engineering fields it is well documented that females are under represented and recognise this will take time to change however we are committed to assisting in such change. Some of our positive actions include:

Celebrating Women in Engineering Day

Promoting diversity and inclusion in the workplace

- Producing and sharing a series of interviews on the importance of Women in Engineering within Walker Filtration.
- Developing a more gender diverse pipeline as 50% of our engineering/mechanical apprentices are female.



Walker Filtration’s Commitment:

We are committed to providing and creating an inclusive place to work as gender diversity is key for our future and long term success.

We can confirm that the information and data in this report is accurate as of the snapshot date 5th April 2020.

S. Bittle
Steve Bittle
Group General Manager

Lisa Davies
Lisa Davies
Group HR Lead

