

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 – April 2022

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 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 of 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.



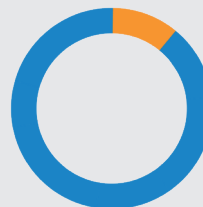
Our aim is to create a workplace that promotes and embraces the diversity of our employees as well as supporting them to achieve their own professional goals whilst adding value to our overall business performance. We have many talented colleagues, and we aim to attract greater numbers of women and other 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.

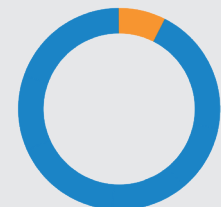
17.53%

Mean Pay Gap



3.63%

Median Pay Gap



The office for national statistics states that in 2021 the UK average gender pay gap was 15.4%. 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.

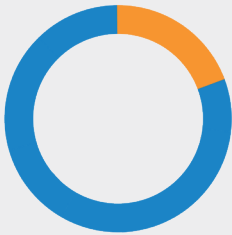
Whilst we do employ some talented women in our mechanical and engineering teams, the reality of the UK labour market is that there are fewer females in the UK labour market to fill our roles that require engineering know-how.

We employ a higher percentage of females in our warehousing and production teams and within our administrative and support functions.

We aim to assess our current state of the employee workforce and workplace and set a strategic approach to articulating a desired future state, and designing a strategy and plan to achieve the desired outcomes.

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

Upper Quartile



Male 79.37%
Female 20.63%

Upper Middle Quartile



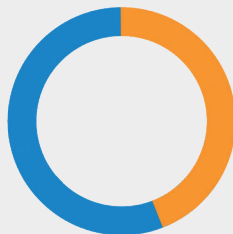
Male 50.79%
Female 49.21%

Lower Middle Quartile



Male 66.13%
Female 33.87%

Lower Quartile



Male 59.68%
Female 40.32%

The data shows that whilst men are still more likely to work in leadership positions, we have worked hard to address the gender balance over the past year, and this shows by the % of females increasing by 24.26% within the upper middle quartile.

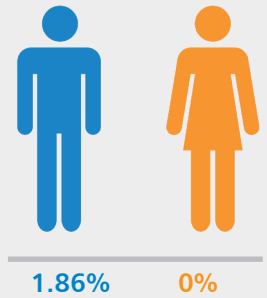
We are committed to working hard to continue to address the gender balance further.

It is important that we can continue to grow female leaders in the same positive way we grow male leaders, and we ensure our development programmes support the diversity of our workforce.

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.

Proportion of Males and Females Receiving a Bonus Payment



Bonus gap	Median	Mean
	100%	100%

A very small population received bonus payment in 2021 as a result of the pandemic, this is evidenced in the statistics with the few employees being male in this reporting year.

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 underrepresented, and we recognise this will take time to change however we are committed to assisting in such change.

Some of our positive actions include:

- Annual celebration of International Women's Day and Women in Engineering Day
- Updated and improved recruitment campaign adverts to promote a more diverse workforce.
- We will continue to recruit early careers through our award-winning apprenticeship scheme, currently 50% of our engineering/mechanical apprentices are female and we are committed to continuing this level of diversity.

We are committed to addressing the gender balance within our workforce and recognise the benefits of workplace diversity which is why we continue to deliver against our annual Diversity and Inclusion plan.



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 2021.

S. Bittle
Steve Bittle
Group General Manager

Lisa Davies
Lisa Davies
Group HR Lead

