



## Crane Building Services and Utilities Gender Pay Report - 2018

At Crane Building Services and Utilities, we are proud of our values driven culture. We value our associates and the contribution they make. Respect and equality are at the heart of our organisation and that includes the way we pay and reward all our associates.

In April 2018 we published our first Gender Pay Report for the period ending April 2017 which is available on our website. The report below relates to the period ending April 2018 and includes the following data points:

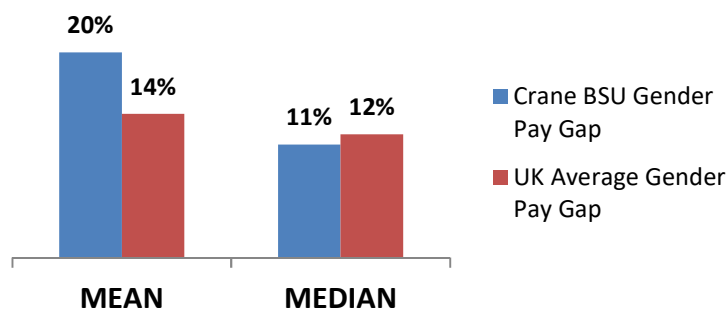
- Mean & Median Gender Pay Gap in hourly pay
- Mean & Median Gender Bonus Gap
- Proportion of men and women who receive a bonus
- Distribution of men and women across pay quartiles

The Gender Pay Gap is not the same as Equal Pay. The Equal Pay Act of 1970 deals with pay differences between men and women who carry out like work, work of equal value or work rated as equal. Having reviewed our data, we can confidently say that we continue to pay men and women equally for the same work. We have a working environment where there are equal opportunities for all our associates, so they can fulfil their potential and contribute to the success of our business, irrespective of gender.

The Gender Pay Gap shows the difference between the mean (average) and median (mid-point) hourly earnings and bonuses of male and female associates, expressed as a percentage of male associate's earnings' or bonus. Various factors influence the gap such as demographics of the associates and the type of roles men and women undertake. The Gender Pay Gap does not take into account experience, work location, or job role.

### Gender Pay Gap

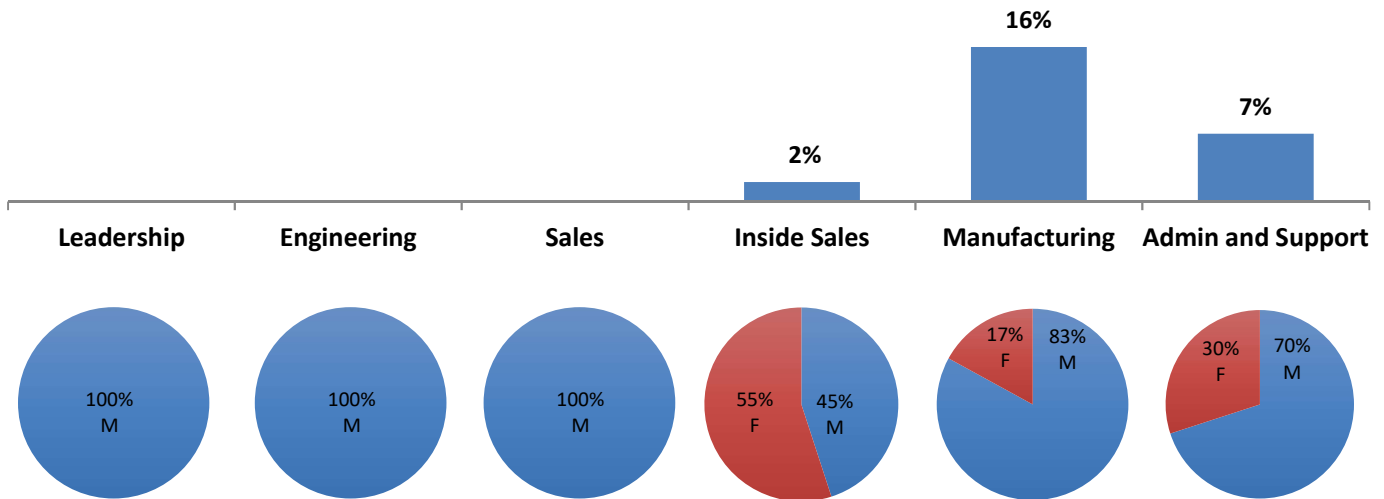
The chart below shows our Gender Pay Gap between male and female associates. Based on the mean average, women's hourly pay is 20% less than that of men and 11% less based on the median average. This compares to the UK averages of 14% and 12% respectively (*Office for National Statistics*).



Our data shows a Gender Pay Gap in favour of men. At Crane BSU we have a clear and common approach to pay and compensation. We pay associates equally for the same or equivalent work, regardless of gender, and therefore are confident that the Gender Pay Gap does not stem from paying men and women differently for doing the same work.

**Pay Gap & Proportion of Men vs Women in Roles**

**Pay Gap by Department**

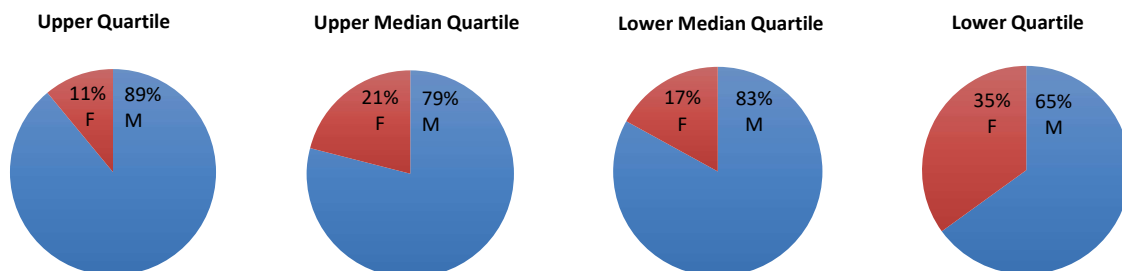


Crane BSU is an engineering and manufacturing company. The Gender Pay Gap we are reporting is not unusual for companies like ours because we employ many associates with qualifications in STEM (science, technology, engineering and math) related fields. The number of women who study and work in these fields is significantly less than the number of men. According to the latest research by the Engineering Employers Federation, females make up only 25% of the population that work in the UK manufacturing sector.

- Our Gender Pay Gap is heavily influenced by the exclusively male populations in Leadership, Engineering, and Sales roles.
- Within Inside Sales we have a fairly even split between males and females, with the pay gap of 2% driven by having a higher number of males in the more technical inside sales roles.
- Our Manufacturing associates are paid equally for the same type of work. The pay gap of 17% is due to the type of work being undertaken, with the heavier manufacturing work being dominated by males with significantly longer service.

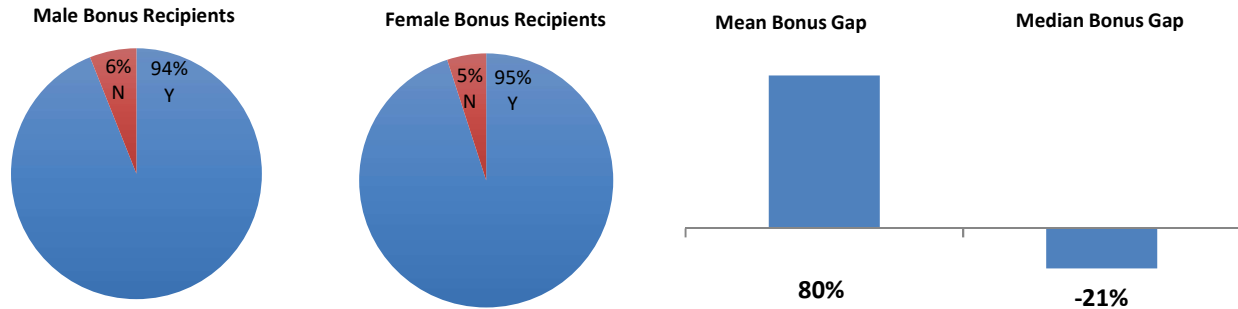
**Gender Split by Pay Quartile**

Fewer females choosing to work within engineering and manufacturing organisations is reading through into the mix of our associates across the various pay quartiles. At Crane BSU the upper two quartiles are heavily populated by leadership, engineering and sales roles, which is also not uncommon across the UK engineering and manufacturing sector.



## Gender Bonus Gap

Rewarding our associates is important to us. All of our associates participate in the Crane BSU bonus program, except associates who join in the 4<sup>th</sup> quarter of the year.



We have a consistent and uniform bonus plan. The Crane BSU bonus plan is based on a percentage of salary and the overall company performance. Our mean bonus gap of 80% is driven by senior roles being more heavily populated by males. The median bonus for females is 21% higher than that of males because, relatively speaking, we have a large number of males in lower paid roles that attract lower bonuses.

## Our Actions and commitments

- We are proud of our values driven culture.
- We ensure we have the right associates in the right roles and that they are rewarded for their skills and contribution.
- We are committed to maintaining equal pay and reward practices.
- We have a robust Intellectual Capital process to drive in house talent development and provide opportunities and support for career progression, irrespective of race, ethnic origin, gender, religion, disability, age and sexual identity.

## Accuracy of Report

I can confirm the accuracy of this report.

Scott Dalrymple

Vice President, HR

27/02/2019