

## Hyster-Yale UK Limited

Hyster-Yale UK Limited (HYG UK) is an equal opportunities employer. The Company aims to ensure that people are treated equally at work, across all levels and locations. This includes making sure that all employees have the same opportunities for recognition, reward and career development.

At HYG UK, we believe that all employees with similar experience levels, performance and qualifications, regardless of gender should be paid equally for performing equivalent jobs across our business. We continue to take action to make sure our compensation practices are designed to control potential biases, regardless of gender. We employ a standard approach to job grading, using the globally recognised Hay job evaluation methodology to measure jobs and compensate employees. People are compensated within a band related to the grade based on factors that are common between genders, including performance and experience.

The introduction of the new Gender Pay Reporting legislation (section 78 of the Equality Act 2010) requires employers in the UK with 250 or more employees to publish certain gender pay gap information each year on a Government website and their own Company website. This involves carrying out six calculations that show the difference between the average (mean or median) earnings of men and women in our 3 UK locations-Frimley, Craigavon and Irvine; it does not involve publishing individual employee data. The calculations are based on the snapshot date of 5<sup>th</sup> April 2017.

### Gender Pay Reporting results for Hyster-Yale UK Limited

The 3 charts that follow highlight the Gender Pay Reporting results for HYG UK:

**Chart 1**

**Mean and median pay and bonus gap**

	MEAN	MEDIAN
GENDER PAY GAP	2.7%	-5.3%
GENDER BONUS PAY GAP	52.9%	-31.7%

**KEY**

**Mean and Median:** The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings. As little as one or two people could make a positive change to the results.

**While we are not complacent about our results, we must acknowledge that we are far ahead of many companies who have reported their Gender Pay Gap to date.**

**Our mean and median gender pay gap is significantly below the national statistics (Office for National Statistics 2017):**

- National mean - 17.4%
- National median - 18.4%

## Hyster-Yale UK Limited

Chart 1—Overall our results showed that we are very close to gender parity on pay.

The reason for the gender bonus pay gap existing is because we have fewer women working in leadership roles across the company, not because of our pay policies and practices.

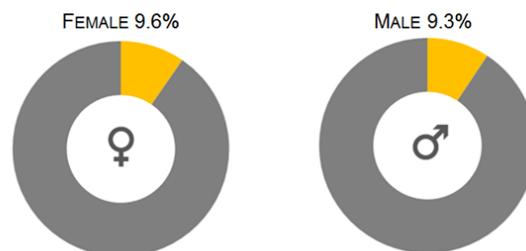
We have however made good progress to bring gender balance to our workforce. Since 2014:

- The number of females working in leadership positions has increased by 5%.
- We now have female representation on the European Leadership Team.
- We have females appointed at Director level.
- The number of females working on the shop floor in Craigavon has increased from 3 to 13.

Chart 2 shows that, proportionately, we have a similar number of female and male employees who are eligible for a bonus payment.

**Chart 2**

PROPORTION OF EMPLOYEES RECEIVING A BONUS



**KEY**

Proportion of males and females receiving a bonus: The proportion of male and female employees who were paid any amount of bonus pay.

The pay quartile tabulation in Chart 3 below broadly reflects the gender split for HYG UK (see over).

**Chart 3**

Proportion of employees in each pay quartile band

PAY QUARTILE	FEMALE	MALE
UPPER	23%	77%
UPPER MIDDLE	17.4%	82.6%
LOWER MIDDLE	11%	89%
LOWER	21.4%	78.6%

**KEY**

Proportion of males and females in each pay quartile band: The proportion of male and female employees in four quartile hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate. It is done by dividing the workforce into four equal parts.

## Hyster-Yale UK Limited

### Gender split for HYG UK

MALE EMPLOYEES	82%
FEMALE EMPLOYEES	18%

At HYG UK, we believe that we maximise achievement of our business strategies and goals by fully capitalising on the skills, talent and potential of all of our employees. We are committed to an inclusive culture which is guided by a set of core values, in which everyone is treated with dignity and respect, and positive contributions from all are valued.

In keeping with these values, our philosophy is based on respect for one another and recognition that each person brings his or her unique attributes to the organisation; we value diversity of thought and ideas of all individuals.

HYG UK believes in hiring, engaging, developing and promoting people who are fully able to meet the demands of each position, regardless of race, colour, religion, gender, sexual orientation, gender identity, national origin, age, or disability. HYG UK believes that decision-making is enhanced and outcomes improved when a breadth of opinions and perspectives, drawn from deep personal and business backgrounds, are considered.

I confirm the gender pay gap data contained in this report for Hyster-Yale UK Limited is accurate and has been produced in accordance with the methodology provided in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 has been applied correctly.



Harry Sands  
**Managing Director, EMEA**