

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 Korn Ferry (formerly, 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 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 5th April 2018.

Chart 1

Mean and median pay and bonus gap

	MEAN	MEDIAN
GENDER PAY GAP	-3.5%	-11.9%
GENDER BONUS PAY GAP	18.7%	-12.4%

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.

Our 2018 results remain positive and we continue to be far ahead of the majority of companies who have reported their Gender Pay Gap to date.

While we are not complacent about our results we would like to highlight that our mean and median gender pay gap is significantly below the national statistics (Office for National Statistics 2018):

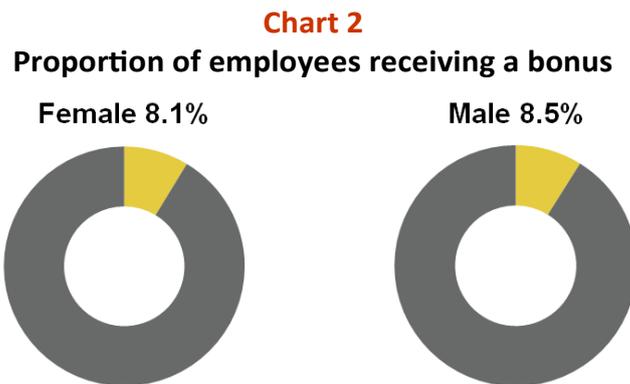
- **National mean—17.1%**
- **National median—17.9%**

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In 2018 our mean gender pay gap was -3.5 %, compared to 2.7% in 2017. A negative gender pay gap indicates that female employees are paid more on average than male employees. This difference is mainly due to females being promoted. As the relevant female population is 17% of the workforce one or two people can make a positive change to the results.

Our 2017 mean gender bonus pay gap was 52.9%, compared to 18.7% in 2018. This significant positive change was mainly due to more senior females receiving bonus payments.

Chart 2 shows that, proportionately, we have a similar number of female and male employees receiving a bonus payment. This trend continues from 2017.



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). The most notable difference when comparing to the 2017 results was the lower middle pay quartile where the percentage has decreased from 11% to 5.5%.

Chart 3
Proportion of employees in each pay quartile band

PAY QUARTILE	FEMALE	MALE
UPPER	23.2%	76.8%
UPPER MIDDLE	19.5%	80.5%
LOWER MIDDLE	5.5%	94.5%
LOWER	20.0%	80.0%

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.

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Gender split for HYG UK

MALE EMPLOYEES	83%
FEMALE EMPLOYEES	17%

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 guidance on managing gender pay developed by the Advisory, Conciliation & Arbitration Service (ACAS).

Harry Sands
Managing Director, EMEA