

# SMR AUTOMOTIVE MIRRORS UK LTD

## Gender Pay Report 2017



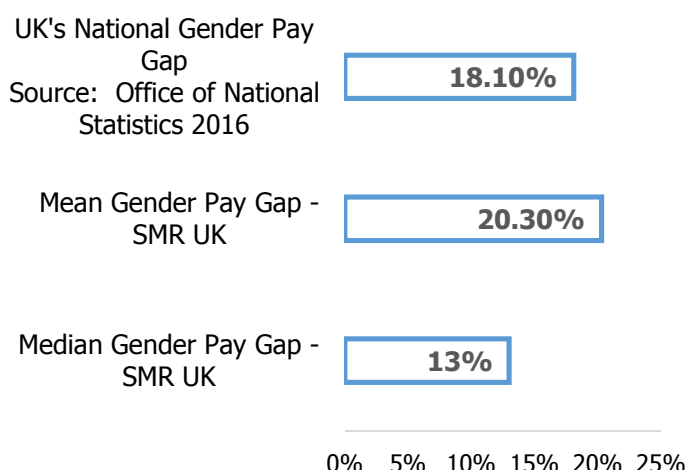
### Overview

Under new UK laws, which are welcomed by SMR, all employers in the UK with 250 or more employees must now report statutory calculations showing the size of any gender pay gap within their workforce. Therefore, SMR UK is publishing its first annual Gender Pay Gap report. The figures set out below show the mean and median hourly gender pay gap and bonus gap at the snapshot date of 5th April 2017 (pay) and the 12 months reference prior to 5th April (bonus).

Gender pay gap calculations measure the difference between average earnings of all male and female employees irrespective of their role or seniority. An analysis at SMR shows a gender pay gap which is largely driven by the distribution of men and women across the business; a larger number of men are in senior, higher-paid roles within the business and that means that the average male earnings is higher than the average earnings earned by women.

However, we are confident that male and female employees are paid equally for comparable work. At the same time, SMR recognises the importance of achieving a more balanced gender representation and is working towards an equal distribution of men and women across all levels.

### Pay difference between men & women

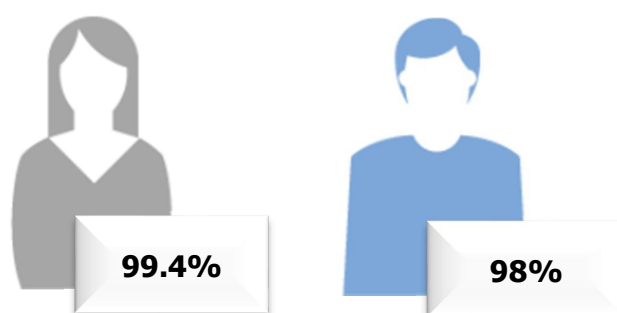


The diagram above shows our "gender pay gap". This is a snapshot of the difference between the average hourly pay levels of all women compared to all men, expressed as a percentage of men's hourly pay. The hourly pay figure used to calculate the difference includes all items specified in the regulations, such as allowances and shift pay.

Our analysis of our gender pay gap shows that it is largely driven by the fact that there are more men in senior higher-paid roles within the business. When we adjust for this factor our mean pay gap drops to 5.8%, where any differences can largely be explained by time in role or skill-set factors as well as the number of part time opportunities in the business which are mainly filled by women.

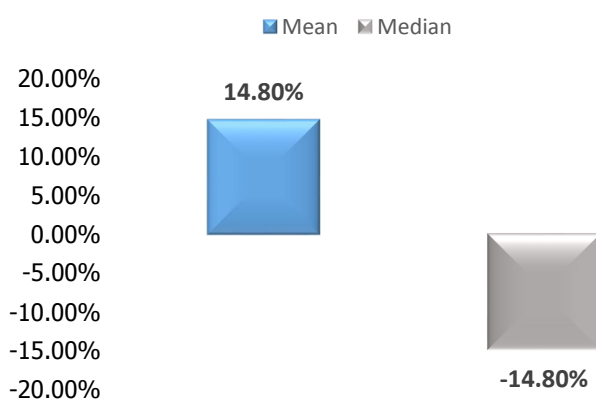
### Proportion of men and women

**paid bonus** in the 12 months preceding 5th April 2017

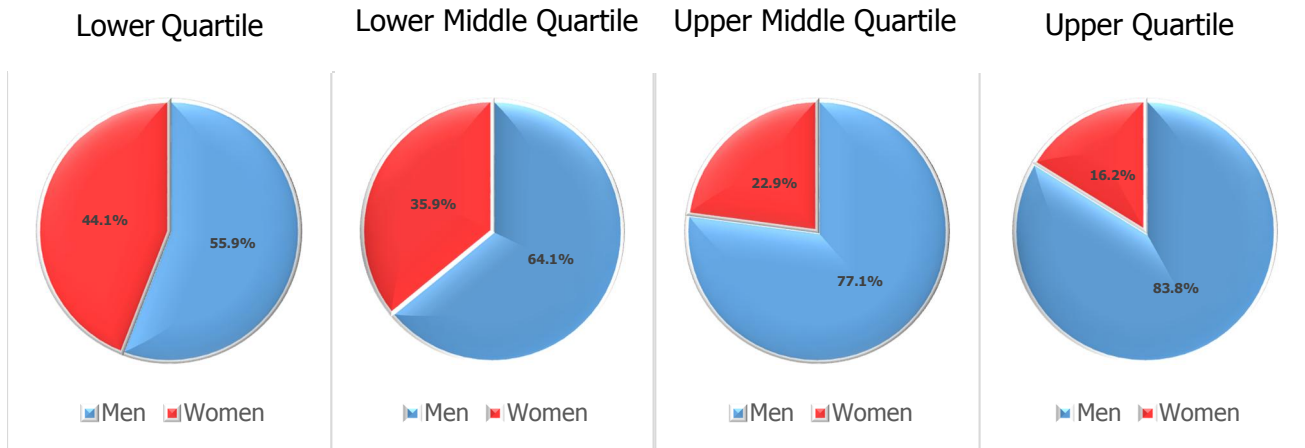


### Bonus difference between women and men

in the 12 months preceding 5th April 2017



## Pay Quartiles



The above charts illustrate the gender distribution across SMR UK in four equally sized quartiles.

## Action plan

As of April 2017, women represent 31% of the total SMR UK workforce. We would like for this to be much higher. Increasing the number of women in our business, and moving towards an equal distribution of men and women across all levels is important in our goal to embed diversity and inclusion into our culture.

Over the past few years we have focussed on establishing strong relationships with local schools and colleges to encourage young women to consider the career opportunities that we offer and view science, technology, engineering and mathematics fields as a future career. This has seen numerous female graduates and apprentices join across both technical and non-technical roles.

We are also engaging with nation-wide initiatives, such as Women in Engineering Day, to showcase existing female role models within our organisation, as well as celebrate a culture of diversity and inclusion and promote opportunities within our business to external female talent.

In the coming year there will be a renewed focus on increasing the awareness of family friendly policies such as shared parental leave, paternity and adoption leave, as well as promoting policies on flexible working arrangements.

## Statement by Craig O'Connell, Managing Director SMR UK

SMR is a global tier 1 supplier to the automotive industry. Our vision is to be the automotive market leader driving innovative technology for rear view vision systems, reflecting employee passion and excellence.

As a company with a focus on electro-mechanical systems working within the automotive industry, our workforce comprises of highly-skilled workers from STEM (science, technology, engineering and maths) related fields. The UK-wide under-representation of females in STEM roles is well documented and we acknowledge our responsibility as a key employer to assess and monitor the gender balance within our organisation and implement strategies to cultivate an inclusive, higher performing and innovative company.

To achieve our vision SMR will rely on a diverse, capable and engaged workforce to grow our position as global leader. I welcome the opportunity to share our gender pay report and highlight some of the key ways in which we as a company are working to achieve a balanced gender representation within our workforce.

**Craig O'Connell**

**Managing Director**

March 2018