

LIEBHERR

Liebherr-Great Britain Ltd

Gender Pay Report 2018

Liebherr-Great Britain welcomes the Government's decision to require larger businesses to publish their gender pay statistics.

We pride ourselves on being an inclusive business, where we encourage openness and provide opportunities for all our employees to reach their full potential. We are committed to building a diverse workplace by attracting and developing the careers of female employees and ensuring there are equal opportunities for all employees in our business.

What is the gender pay gap?

A gender pay gap is the difference in average pay between all male and female employees across an organisation's workforce, regardless of their role. This is different to equal pay, which relates to being paid equally for the same, similar or equivalent work. Although they are different concepts, people sometimes mistakenly describe an equal pay issue as a gender pay gap issue. We are confident that men and women are paid equally for doing the same, similar or equivalent roles across our company. This report focuses on our 2018 gender pay gap results.

Our company

Liebherr-Great Britain Ltd is part of the traditionally male dominated construction and engineering sectors, and our gender split between men and women is very similar to other companies in our industry.



77% male*



23% female*

(*as at 5 April 2018)

Our 2018 results

Our results represent the gender pay and bonus gap figures for Liebherr-Great Britain Ltd for 2018. The results are reported on a mean and median basis, which are different ways of presenting average figures. *The mean figure is calculated using the average pay rate of all the men and women in our business. The median figure is calculated using the mid-point pay rate of all the men and women in our business (i.e. where half of our employees earn more and half earn less)*

Pay

Difference in hourly rate of pay between men and women (as at 5 April 2018)

Mean gender pay gap: 25.3%

Median gender pay gap: 25.5%

Bonus

Difference in bonus pay between men and women (between 6 April 2017 and 5 April 2018)

Mean gender bonus gap: 53.8%

Median gender bonus gap: 10.0%

Proportion of men and women receiving a bonus payment:



Pay quartiles

The proportion of male and female employees according to quartile pay bands (as at 5 April 2018)

Upper quartile:  92.3%  7.7%

Upper middle quartile:  92.3%  7.7%

Lower middle quartile:  78.0%  22.0%

Lower quartile:  47.8%  52.2%

Explaining our results

Our results are reflective of the demographic of our workforce and our sector. The construction and engineering sectors are traditionally male dominated and a significant proportion of our gender pay gap arises because a majority of our management positions are occupied by male employees with an engineering background, whose entry point into their careers has been through engineering or technical apprenticeship schemes or other engineering or technical qualifications. Most of our senior managers were engineers early in their careers and, historically, it has been difficult to recruit female engineering apprentices. For example, 72% of our administrators are women and 94% of our apprentices (between 2011 and 2018) were men.

Our bonus pay figures confirm that a majority of our employees receive a bonus. The bonus gap is a consequence of the commission payments made to our sales team, which is predominantly male. We are committed to redressing the balance by attracting more women into our sales team.

Our strategy

Our employees are a key factor to our success. We are fortunate to be able to rely on capable, highly motivated employees who remain loyal to us for many years and devote themselves enthusiastically to the Liebherr Group's interests.

We have a positive approach to flexible working, consideration for those people that need to balance work with home lives.

The gender pay and bonus gap in our business is principally driven by there being proportionately fewer women at senior levels and in sales roles in our business, for the reasons outlined in this report. Recent years have seen women appointed to prominent positions in our

company, along with more women being involved in all areas of the business. Nevertheless, there remains a gender imbalance in our workforce. We are committed to redressing this imbalance and we see it as our responsibility to encourage change within our sector.

Our apprenticeship scheme

Our award winning apprenticeship programme seeks to inspire women and girls to become engineering and technical apprentices]. We have been building on this success and as part of our strategy we will be putting a particular focus on promoting our engineering apprenticeship scheme at career events in local girls' schools. We have recently succeeded in attracting a number of female administration apprentices into our organisation.

Part of our training and development strategy is to showcase female role models to inspire, encourage and support current and future female employees in our business.

As part of our commitment to engage women in our sector, Liebherr supported the National Business Women awards by sponsoring and presenting the young business woman of the year award.

Our recruitment strategy

We are committed to ensuring that our recruitment process is focused on reaching a diverse mix of candidates. We will continue to recruit through a variety of different channels to ensure we reach a wide pool of potential candidates, and we will monitor our processes to ensure that we receive a diverse range of CVs and candidates from our recruitment partners.

Raising the awareness of our managers

We are mindful of the importance of challenging stereotypes in our sector and have therefore committed to ensuring that our line managers and other staff with responsibility for employees will continue to all undergo unconscious bias training in the coming months.

We confirm that the information above is accurate.




Richard Everist
Managing Director


Lee Palmer
Managing Director


Claire Webber
Managing Director