



Gender Pay Reporting supporting statement April 2018

Our gender pay results are available here:

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>

Comparison to April 2017

- The 2018 results show that the mean hourly gender pay gap has reduced and that the number of females in the upper quartile has increased.
- In 2018, most employees received a bonus in the time period due to the timing of the Continental value bonus which is paid to all employees employed for the entire of the previous calendar year. However, even excluding this, the same percent of male and female employees received a bonus payment.

Why we have a gender pay gap

- Of total employees, 80% are male compared to 20% females – it is a male dominated workplace.
- Historically the technical sales and engineering sector dominated by males, and these are the higher paid teams in the business. The shortage of Engineers is also pushing up the pay within this group.
- There is no discrimination when comparing male vs female engineers who are doing the same role.
- National figures shows that professional roles within engineering are mostly filled by males (89% vs 11% females) as per the link below.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentbyoccupationemp04>

ONS government statistics (April – June 2018) looking at 491,000 employees

We run a successful Engineering Graduate Scheme with an intake of 21% females, but this will take time to affect the gender pay gap.

Caveat

- Salary sacrifice has impacted the figures. Before hourly rates are calculated all salary sacrifice amounts are removed such as pension, childcare vouchers and cycle to work scheme payments. This has had an effect on the hourly rates meaning that some are not representative of total remuneration packages.

Steps we plan to take to reduce the gender pay gap

- Continental actively encourage females to take part in our Talent Program. 75% of the nominated employees in last 4 years have been female.
- 21% of our Engineering graduate intakes between 2015-2018 were female. This is above the sector average.
- Continental state in all job vacancy adverts that we consider flexible working. Our enhanced flexible working policy was released November 2017. We offer the consideration of part time working and flexible working patterns, sameday flex working, sabbaticals and time off for dependents. We hope this encourages female employees to return to the workplace following a period of leave, and female candidates to apply to work for Continental.