



# Donaldson Filter Components Limited Gender Pay Gap Report 2020

Donaldson Filter Components Ltd are committed to valuing diversity and seek to provide all employees with the opportunity for career and personal development. We welcome the UK gender pay reporting initiative introduced as part of the Equality Act 2010.

As required by UK legislation, this report has been produced in accordance with the Gender Pay Gap Reporting requirements which came into force on 6<sup>th</sup> April 2017.

*In line with the reporting guidelines, the figures shown below have been calculated based on the hourly rate of each individual employee as defined by the requirements outlined in this legislation. Elements included within the calculation are base salary and all other relevant allowances inclusive of overtime and shift premiums.*

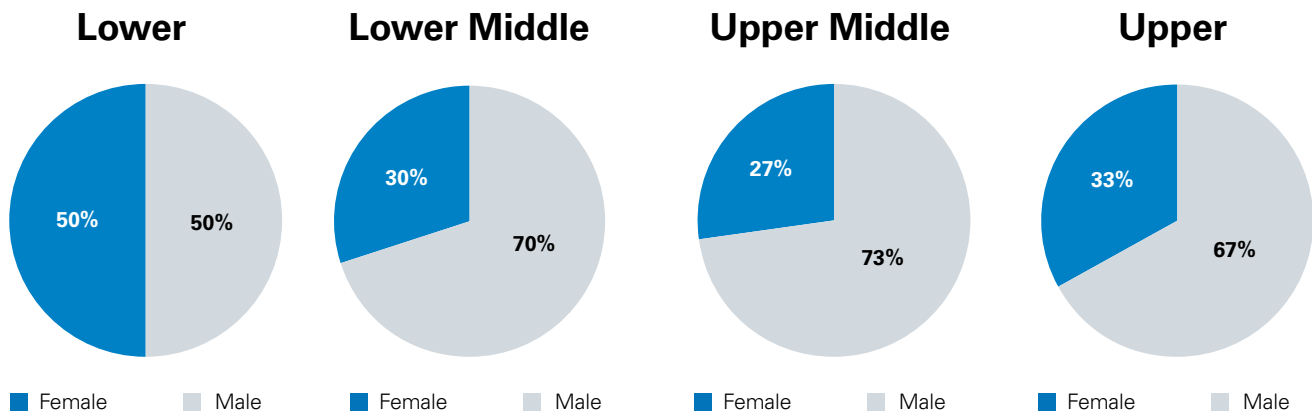
Donaldson Filter Components Ltd operate in the Engineering and Manufacturing sectors, which have historically been characterised by a higher proportion of male employees.

### Pay differences between men and women within Donaldson Filter Components Ltd:

- Median Pay Gap across all employees: 10.85%, down from 15.65% in 2019
- Mean Gender Pay Gap across all employees: 5.77%, down from 11.49% in 2019
- UK's Average National Gender Pay Gap: 15.5%

\*Source Office of National Statistics November 2020

### Pay Quartiles across the workforce employed by Donaldson Filter Components Ltd:



Donaldson Filter Components Limited operate within the engineering sector, employing a workforce made up of 36% female and 64% male. This has an overall impact upon the gender pay gap and the quartiles shown above. The charts below indicate the proportion of male and female employees of Donaldson Filter Components Limited across four equally sized quartiles.

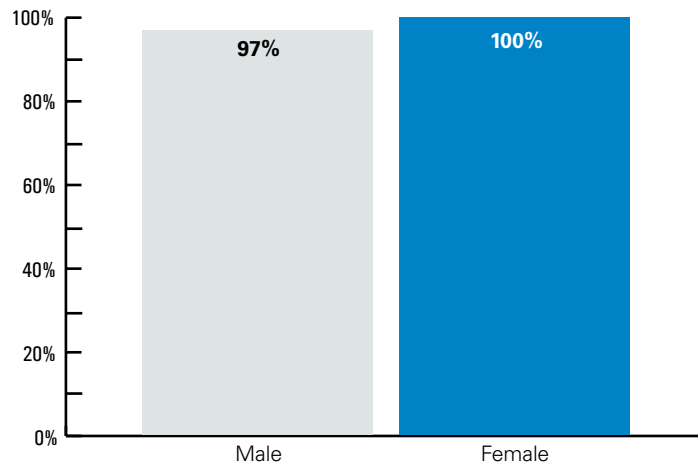
Within Donaldson Filter Components Ltd we operate grading structures and a job evaluation scheme to ensure all roles are consistently assessed to determine the grade and resulting pay. We are confident that men and women are paid equally for doing equivalent jobs across the business.

We also operate a shift system, recognising employees for working unsociable hours with a shift premium. We have a higher number of males working on the unsociable shift, thereby meaning they attract the shift premium which is included in the calculation.

**Gender Bonus Gap Results:**

100% of employees within Donaldson Filter Components Limited are eligible to join a company bonus scheme once completing the probationary period. The below charts highlight this, indicating that at the time of producing the figures 3% of males were in their probationary period.

**% of Employees Receiving a Bonus**



The chart below indicates the gender gap of bonus amounts paid to employees within Donaldson Filter Components Ltd. The gap derives from a higher number of males being employed in roles that attract variable bonus payments.

	Mean	Median
<b>Bonus Paid</b>	36.75%	0%

Within the UK we have undertaken initiatives to help address the pay which includes attending the WIME (Women in Manufacturing and Engineering) annual event and working with local schools and colleges to help promote careers within the engineering sector to females. Specifically, Donaldson now act as a Careers & Enterprise Advisor to a local school in the geographical area.

Donaldson will commit to monitor gender pay gap levels and confirm the data reported is accurate and has been produced fully in line with the guidelines and legislation.

**Wim Vermeersch**  
 VP & Managing Director EMEA  
 28 June 2021

**Patrick Van Caudenberg**  
 HR Director EMEA  
 28 June 2021