



# Gender Pay Gap Report April 2021



# GENDER PAY GAP REPORT 2021



In February 2021 Millbrook Proving Ground merged with the French company, UTAC Ceram, rebranding the integrated entity as UTAC while continuing to operate as existing legal entities in their own territories. As at April 5 2021, 352 people are employed in **Millbrook Proving Ground Ltd** and are the focus of this Gender Pay Gap report.

As UTAC, we are a market-leading group in vehicle testing, type approval and emerging technologies for autonomous, connect and electric vehicles. We provide services and systems to customers in the automotive, transport, tyre, petrochemical and defence Industries.

The group operates 8 test centres across France, the UK, the USA and Northern Finland, with a 9th due to open in Morocco in late 2021. We have subsidiaries in Russia, China, Japan Korea and Germany and employ 1280 people globally.

UTAC employees are passionate about safety, customer service, technical excellence and operate with the highest levels of Integrity and professionalism. The diversity of our group and people is a well-spring of innovation and team performance which is highly valued by our customers and partners. The integration of the two organisations is further evidence of a long-standing commitment to invest in people, equipment and facilities in order to achieve our ambitious plans for growth and continue to strengthen our position as a leading test and validation services provider.

We are an equal opportunities employer; recruiting, training and developing our employees regardless of gender with inclusion and equity for all our goals. We continue to ensure that men and women, in equivalent roles, are paid equally within UTAC UK.

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## Understanding the gender pay gap

Using the calculations prescribed in the gender pay gap regulations, we have used pay data for many different roles and therefore a variety of rates of pay.

Mean = the average

Median = the mid point in a range of numbers

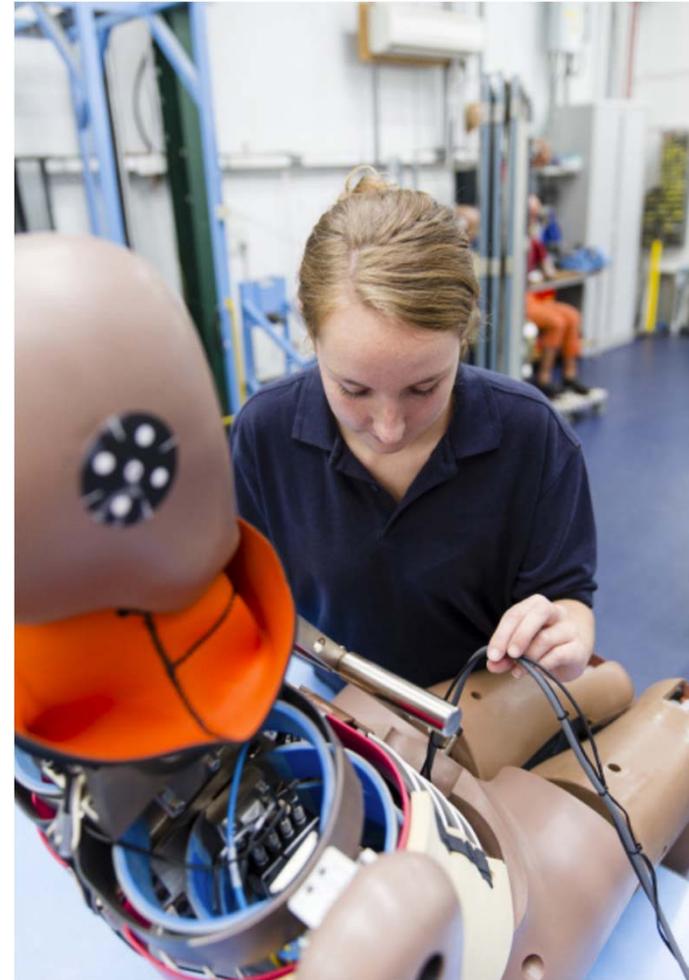
## What's included in our calculations?

Calculations are required to be based on pay from April 2021, including ordinary pay (which includes basic pay/holiday pay/ shift allowances) and bonus pay (bonus/commission payments).

## What is the gender pay gap?

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the work they do – across the organisation. It is affected by the number of men and women across all roles.

It is different from equal pay, which is a direct comparison between men and women carrying out the same, similar or equivalent work.



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## Pay – difference between men and women



## Bonus - number of men and women receiving bonus



## Bonus – difference between men and women

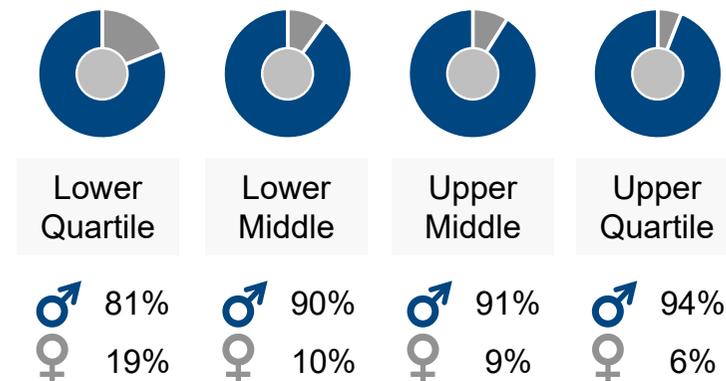


Though all employees of UTAC UK are eligible for a bonus based on company and individual performance, this bonus was not paid due to the economic situation amid the COVID-19 pandemic and the bonuses included here are in relation to the sale of the company to new owners. Whilst the employees who helped facilitate this sale were split evenly by gender, the size of the bonuses paid reflected their seniority within the company.

Today, our mean gender pay gap across all employees in Millbrook Proving Ground Ltd is 13.7%, which is below the national average of 15.5%, as reported by the Office of National Statistics.



The demographic across Millbrook Proving Ground Ltd is the most significant factor in our gender pay gap. Both our workforce and the pipeline of recruitment are overwhelmingly male, reflective of the national gender imbalance in our industry.



# THE NEXT STEPS

## HOW WE ARE WORKING TO ADDRESS THE GAP



Given the continued Global Pandemic, the Merger & Acquisition of UTAC CERAM and Millbrook and subsequent restructuring of the organization from Feb 2021, it has been a challenging year for all our employees. However, despite the changing circumstances rendering year on year comparisons less valid we are pleased to report some progress from our Gender Pay Gap efforts.

### **Take-up and Impact of Flexible working**

UTAC UK actively promote Flexible Working, Shared Parental Leave, Maternity and Paternity Leave with enhance pay for the latter. Uptake has increased in the year.

### **Attraction, Recruitment and Progression at UTAC UK**

Profiling the successful career progression of our 'Women in Engineering' on our external website, establishing internal support groups, active female-to-female mentorships for those on our Future Talent Programmes, careful vetting and briefing of our Recruitment agencies and a significant increase in female appointments to senior management roles represent some of our related activities in 2020/1.

Qualified, gender neutral recruitment campaigns have continued to attract applications from across the spectrum with a sustained uplift in quality and quantity from female talent in STEM subjects. Multiple stakeholder reviews of applicants prior to short-listing and both male and female interviewers practicing a refined and structured selection process are now the norm. Women recruited into all roles at UTAC UK grew from 18% in 2019 & 2020 to 38% in 2021.

Our actions to close the gender pay gap have increased the number of female employees at senior levels in our organisation. Increasing gender diversity is integral to our long-term goals. We recognise that being able to attract, develop and retain top female talent is crucial, and will ultimately deliver superior performance.

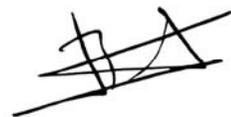
Diversity, Equity and Inclusion will achieve even greater prominence in the coming years as the UTAC group, of which UTAC UK is a significant part, seeks to leverage the full mix of gender, ethnicity and difference in our people.

Evaluation of our gender pay data indicates that the difference in average pay is due to proportionately more men being employed than women. It remains important to note that men and women performing the same role at UTAC UK are paid equally.

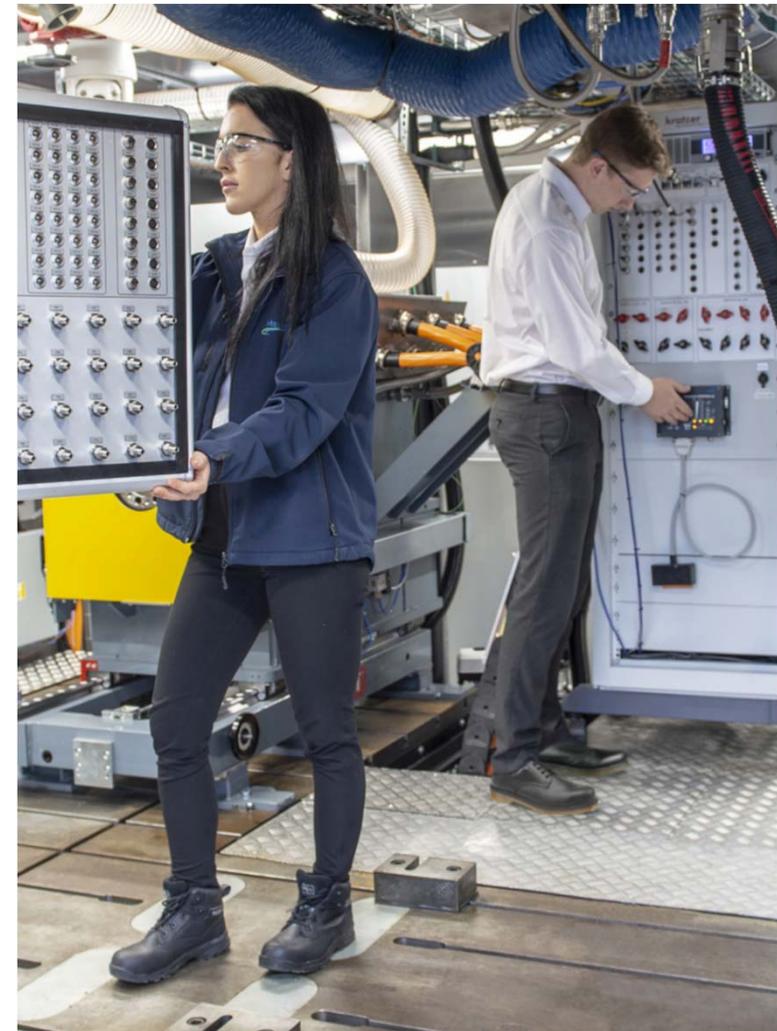
We can confirm that the data in this report are accurate.



**Helen Burrows**  
Chief HR Officer



**Laurent Benoit**  
Chief Executive Officer



UTAC

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