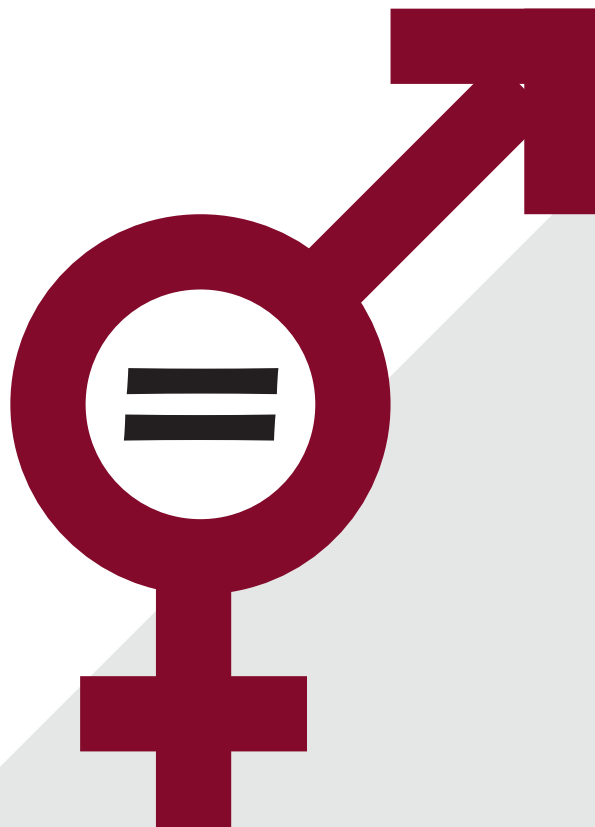




GENDER PAY REPORT

2017



From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority. The Briggs Equipment workforce demographics reflect that of the engineering sector and Materials Handling industry as a whole, and consists of significantly more males than females.

Our gender pay gap results should be considered in the context of this distribution as the predominance of males to females has a significant influence on our overall gender pay gaps.

KEY FINDINGS: GENDER PAY GAPS

Briggs's overall mean gender pay gap of 24% is slightly higher than the Office of National Statistics (ONS) estimated national average of 19.2%. The ONS figures are based on a gender distribution of 53% male and 47% female against Briggs's gender distribution of 80% male and 20% female.

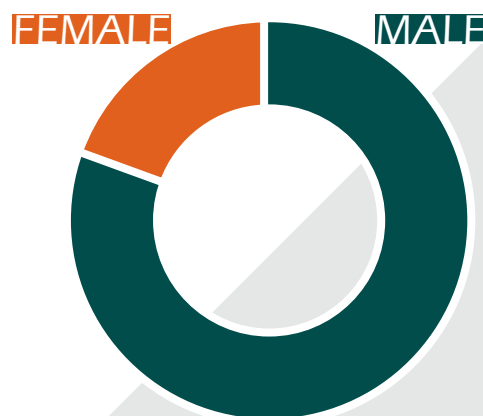
The make-up of our business – with more males in engineering, technical and senior roles – means our average male salary (median and mean) is higher than our average female salary. We have a significantly higher proportion of females in our more junior and administrative roles.

The biggest differentials in gender distribution are in the top three quartile bands. This is due to the workforce demographics of over 70% of the employee population being engineering and technical roles that are held predominantly by males.

DIFFERENCE IN HOURLY RATE OF PAY

MEDIAN	MEAN
18%	24%

OUR GENDER DISTRIBUTION



PROPORTION OF FEMALES AND MALES IN EACH QUARTILE BAND

QUARTILE	FEMALE	MALE
Upper	39 (13.36%)	253 (86.64%)
Upper Middle	27 (9.25%)	265 (90.75%)
Lower Middle	16 (5.48%)	276 (94.52%)
Lower	148 (50.68%)	144 (49.32%)

KEY FINDINGS: BONUS PAY GAPS

Our variable pay structure is linked closely to performance in sales based roles and seniority for management roles. Our mean and median bonus gender pay gaps of 61% and 66% are indicative of the distribution of senior roles in Briggs where nearly 9 of the 10 most senior roles (Top Quartile), which attract higher rates of pay and bonus, are held by males.

The operation of performance related bonus plans within the Company is subject to clearly documented principles and targets to ensure fairness and transparency in terms of how they are operated.

BONUS PAY GAP

MEDIAN	MEAN
61%	66%

PROPORTION OF EMPLOYEES RECEIVING A BONUS



WHAT ARE THE FACTORS AFFECTING SOME OF THE PAY DIFFERENCE?

Engineer roles are male dominated and tend to receive more variable pay by way of standby, callout, shift premiums and lead generation bonus payments, which therefore has an impact on the hourly rate.

Some administrative roles receive small performance related bonuses. As these departments comprise largely females, it reduces both the mean and median bonus payments to female employees.

The majority of employees who request Flexible Working are female. 13% of females work part time compared to 0.1% of males.

Fewer women hold the most senior positions within our business (as of Apr-17 snapshot).

OBJECTIVES

We have identified three key areas to address in response to our 2017 gender pay gap results. The below objectives have been developed to describe the over-arching commitments we will make and form part of our overall approach to diversity.

OBJECTIVE 1: TO IMPLEMENT AN EQUALITY AND DIVERSITY STRATEGY.

To further develop our candidate attraction strategies that promote diversity and equality in Briggs to ensure that the widest possible pool of candidates are encouraged to apply for available roles with a focus on those in under-represented groups.

Activities:

- Review candidate attraction strategies to encourage applications from those in under-represented groups.
- Attracting more candidates by ensuring all job adverts have gender neutral language

OBJECTIVE 2: TO DELIVER PROACTIVE LEARNING AND DEVELOPMENT INITIATIVES TO LEAD TO INCREASED OPPORTUNITIES FOR ALL.

To administer appropriate learning and development to ensure that a pipeline of suitably experienced and capable candidates is available for consideration for promotion into more senior roles with a focus on those in under-represented groups.

Activities:

- Further develop access to mentoring, training and development opportunities to encourage and promote progression into more senior roles.
- Introduction of career development pathways, including for lower-paid groups to encourage individual career development.

OBJECTIVE 3: TO IMPLEMENT EFFECTIVE HR SYSTEMS TO MONITOR EQUALITY.

To roll out systems and processes to ensure all staff are being remunerated fairly regardless of any potential bias.

Activities:

- To implement a job evaluation system to underpin all pay and reward structures and to ensure that all negotiated individual levels of pay are contained within pay grades.

STATEMENT

I confirm that Briggs Equipment UK Limited is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

PETER JONES
MANAGING DIRECTOR
23 MARCH 2018

