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SGL Carbon Fibers Ltd 2022/2023 Gender Pay Gap Report

At the snapshot date of 5th April 2023, we had a total UK workforce of 285 employees, of which 31 are female and 254 are male.

There is an hourly pay gap of 1.9% for woman. They earn 98p for every £1 when comparing median hourly paid. When comparing mean (average) hourly pay, women's mean hourly pay is 9.9% lower than men's.

Women earn 99p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 1% lower than men's. When comparing mean (average) bonus pay, women's mean bonus pay is 1% higher than men's.

In common with many other businesses in the manufacturing sector, we have historically had a higher proportion of male employees and as a result most of our higher paid roles are carried out by men, many of whom have worked their way up through the company.

We hope the proportion of females within our workforce will increase over time, as we are committed to promoting equality and diversity in the workplace. We are currently involved in an initiative aimed at encouraging young people into careers in science, technology, engineering, and mathematics, which we hope will redress the balance over the coming years.

Proportion of men and women receiving bonuses – Male 92%, Female 97%
Proportion of men and women in each quartile – see below

Female % Male %

	Female %	Male %
Q1 (Lower)	15.3%	84.7%
Q2	7.0%	93.0%
Q3	11.3%	88.7%
Q4 (Upper)	9.9%	90.1%

I confirm the reported data is accurate.

Gavin Ross

Site Director

SGL Carbon Fibers Limited

1) The gender pay gap shows the difference between the average (mean or median) earnings of men and women.

2) A mean average involves adding up all numbers and dividing the results by how many numbers were in the list.

3) A median average involves listing all numbers in numerical order. If there is an odd number of results the median average is the middle number. If there is an uneven number of results the median will be the mean of the two central numbers.