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EnerSys – Gender Pay Gap Reporting

Employee Quartiles

Table 1 – Employees by Gender and Quartiles					
	Male Employees		Female Employees		
Quartile	Total	% of Quartile	Total	% of Quartile	Total Employees
Lower Quartile	132	90.41	14	90.59	146
Lower Middle Quartile	130	89.04	16	10.96	146
Upper Middle Quartile	134	91.78	12	8.22	146
Upper Quartile	126	86.99	19	13.1	145
Total	522	89.54	61	10.46	583

Mean Gender Pay Gap

Table 2 – Mean Gender Pay Gap by Quartile						
	Male Employees		Female Employees		Difference - Pay Gap	
Total	522	14.72	61	15.95	-1.24	-8.38

The mean Gender Pay Gap for the economy as a whole is 17.1% based on the ONS Annual Survey of Hours and Earnings published on 25/10/18

Median Gender Pay Gap

Table 3 – Median Gender Pay Gap						
	Male Employees		Female Employees		Difference - Pay Gap	
Quartile	Total	Median Hourly Rate	Total	Median Hourly Rate	£	%
Total	522	12.57	61	12.73	-0.16	-1.31

The median Gender Pay Gap for the economy as a whole is 17.9% based on the ONS Annual Survey of Hours and Earnings published on 25/10/18

Bonus

Table 4 – Bonus Recipients and Payments					
Gender	All Employees	Bonus Recipients	% Of Workforce	Average Payment	Median Payment
Males	522	82	15.71%	16,191	3,426
Female	61	19	31.15%	4,528	2,215

Table 5 – Bonus Pay Gap		
Women's Bonus pay is	Bonus Gap	
Mean	72.03%	Lower Than Men's
Median	35.35%	Lower Than Men's