



Gender Pay Gap Report 2018

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At Teledyne e2v, we deliver innovative developments in technology for high performance systems and equipment across Civil Aerospace, Defence & Security, Space, Industrial, Medical and Science applications. We have been part of the Teledyne group since March 2017. Teledyne provides enabling technologies for industrial growth markets. Teledyne has evolved from a company that was primarily focused on aerospace and defence to one that serves multiple markets that require advanced technology and high reliability. Teledyne is committed to providing equal opportunities in employment through hiring, promoting, compensating and developing employees without regard to gender, race, religion, disability or any other unlawful discrimination.



Why gender pay reporting?



On average, women in the UK continue to earn **18%** less than men*.

All UK employers with 250 or more employees are required by law to report on their gender pay gap. The gender pay gap is determined by carrying out six calculations specified by the Government, that show the difference between the average earnings of men and women within an organisation.



Gender pay and equal pay



The gender pay gap differs from equal pay.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows the differences in **average** pay between men and women.

Male/female population at Teledyne e2v



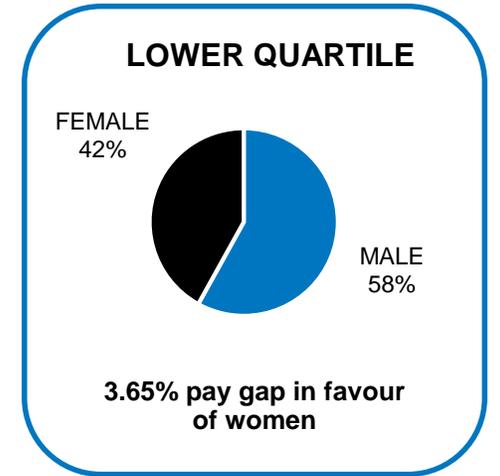
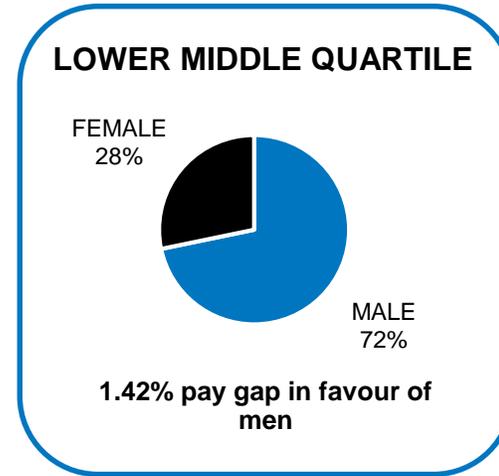
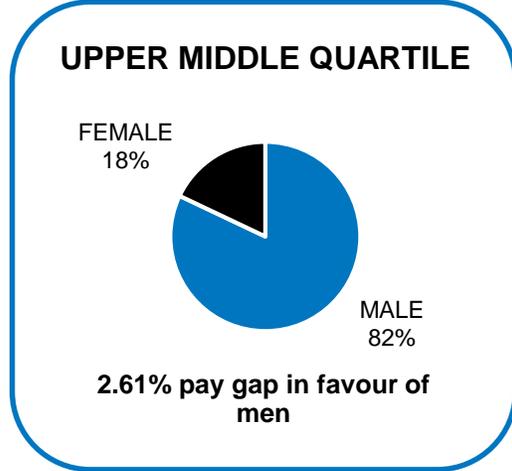
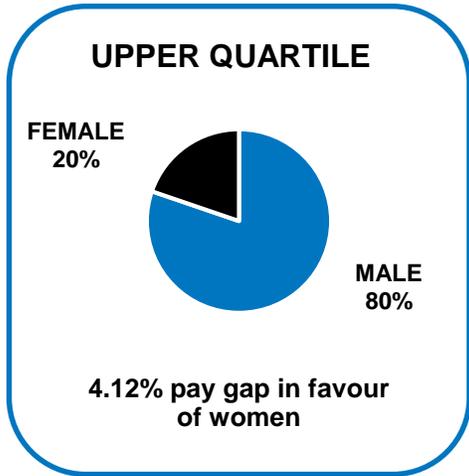
73%

27%

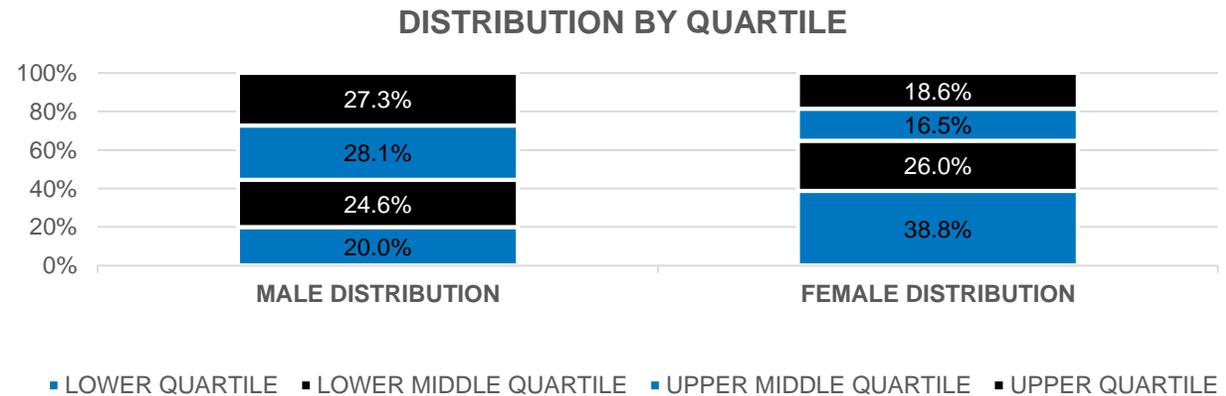
The engineering sector remains a typically a male-dominated industry. According to WES (Women's Engineering Society), just 9% of the engineering workforce is female and only 6% of registered engineers and technicians are women*. At Teledyne e2v, we still have almost three times as many male employees as female employees. We continue to work to improve our male:female ratio through a number of activities and initiatives; for example, our sponsorship of the Young Woman Engineer event run by the Institute of Engineering & Technology (IET). Over time we hope such activities and initiatives will help us to reduce our gender pay gap.

Findings – Pay Quartiles

The charts below show the gender distribution across Teledyne e2v in four equal sized groups based on pay bands:



We still have a greater proportion of male employees across all four quartiles, due to the fact that we continue to employ more men in total across the company. We continue to have a higher proportion of women in the lower quartiles than in the higher quartiles, as we still have fewer women than men in senior roles in the organisation. This leads to the increased positive pay gap in favour of women in the lower quartile.



Findings – hourly pay and bonus

Women's hourly rate is:	
14.8% LOWER (mean)	11.8% LOWER (median)

Women's bonus pay is:	
28.2% LOWER (mean)	30.9% LOWER (median)

The gender pay gap is a complex issue and so are the reasons behind it. At Teledyne e2v, we remain confident that we do not have an equal pay issue – our gender pay gap is still a result of the types of roles that males and females are doing within our organisation.

We continue to have a gender pay gap because we employ more men than women, and a greater proportion of our senior leadership team is still male. This is not unusual for companies in the engineering and manufacturing sector which has a large number of roles in science, technology, engineering and mathematics (STEM) areas. The number of women employed in these areas is typically less than men and this has an impact on the size of the talent pool from which we can recruit. During the reporting period, recruitment in general was relatively static with no major recruitment drives post acquisition and a focus on assimilating into the wider Teledyne organisation.

Proportion of men and women receiving a bonus



92.1%



87.4%

We still have a bonus gender pay gap because we continue to have fewer women in leadership positions and fewer women in roles that might attract higher bonus earning potential. Whilst there continues to be equal opportunity for men and women to participate in bonus programmes, bonus eligibility criteria and staff turnover explain why less than 100% of employees received a bonus during the period.

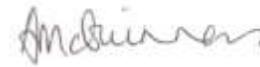
We continue to review our policies, processes, and practices to ensure that they are free from bias and are inclusive to all employees. We are increasing our focus on activities and initiatives to actively increase female and other minority group representation and progression within our company. Many of these activities will continue to take some time to make a significant impact on our gender pay gap figures - this is because they are addressing the fundamental reasons behind the gap, and therefore will lead to more impactful longer term results.

Declaration

We confirm that the gender pay data reported is correct as at the snapshot date of 5 April 2018, according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.



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Teledyne Digital Imaging and Europe



AI McGuinness
Head of HR, Teledyne e2v

The method for calculating the gender pay gap figures has been outlined by the UK Government as per the guidelines which can be found here:- <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>



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