

At Corin UK we are committed to creating an environment which promotes diversity, equality and inclusion.

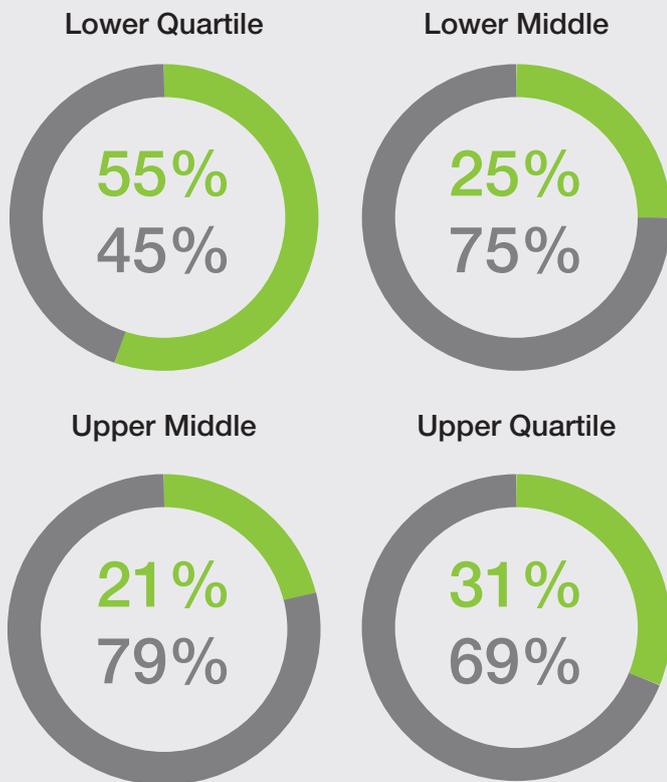
Therefore we are pleased to support the introduction of gender pay gap reporting across the UK which will encourage employers to make a positive step forward towards gender equality.

As required by UK legislation, the following report will detail our gender pay gap information for Corin UK at the snapshot date of 5 April, 2017.

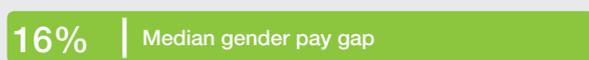
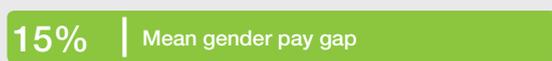
## Pay quartiles across Corin UK

The charts below show the gender distribution across Corin UK, in four equal sized pay quartiles.

The lower middle and upper middle quartiles are male dominated due to the number of men working within manufacturing and engineering roles.



## Gender pay gap in Corin UK



The gender pay gap shows the difference between the average earnings of men and women. Gender pay gap reporting is calculated using both median and mean averages for the snapshot period. This helps give a more balanced overview of the gender pay gap across an organisation.

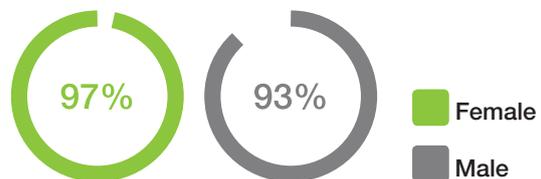
The mean is the total of hourly rates, divided by the number of employees. Corin's mean pay gap was 15%. The median is the middle value of employees pay. The median pay gap for Corin was 16%.



## Bonuses awarded

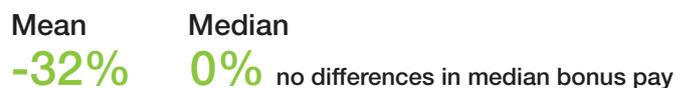
The charts below show the percentage of men and women who were awarded bonuses within the 12 months prior to the snapshot period. This highlights that a higher proportion of women received bonuses.

### Males and females receiving a bonus



The bonus gap figure below shows that women received a higher average bonus payment than men, with the gap being -32%.

### Bonus gender pay gap



## What will we do to address these gaps?

At Corin UK we will continue to promote diversity, inclusion and equality within our workforce, and we will be implementing a range of initiatives focused on reducing the gap.

Director level focus and review:

- there is a national shortage of female engineers within the UK, with women making up only 1 in 8 of those in engineering occupations. Corin will continue to work closely with local schools and colleges to encourage more women to join the engineering sector.
- to encourage more women to join the Company, Corin will continuously review our family friendly policies such as our enhanced maternity, flexible working and shared parental leave policies.
- Corin's recruitment process will also promote gender equality through training hiring managers to avoid unconscious bias and ensuring that our job adverts have gender-neutral language to attract a diverse mix of candidates.

I can confirm that the data shown in this report is accurate and aligned with the requirements of the Regulations.

Jonathan Lettin  
Chief Operating Officer