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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	128	92.75	10	7.25	138
Lower Middle Quartile	120	86.96	18	13.04	138
Upper Middle Quartile	125	90.58	13	9.42	138
Upper Quartile	119	86.86	18	13.14	137
<b>Total</b>	<b>492</b>	<b>89.29</b>	<b>59</b>	<b>10.71</b>	<b>551</b>

### Mean Gender Pay Gap

Table 2 – Mean Gender Pay Gap by Quartile						
	Male Employees		Female Employees		Difference - Pay Gap	
Quartile	Total	Mean Hourly Rate	Total	Mean Hourly Rate	£	%
<b>Total</b>	<b>492</b>	<b>15.99</b>	<b>59</b>	<b>17.10</b>	<b>-1.10</b>	<b>-6.90</b>

The mean Gender Pay Gap for the economy as a whole is 17.4% based on the ONS Annual Survey of Hours and Earnings published on 26/10/17



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## Median Gender Pay Gap

Table 3 – Median Gender Pay Gap						
Quartile	Male Employees		Female Employees		Difference - Pay Gap	
	Total	Median Hourly Rate	Total	Median Hourly Rate	£	%
<b>Total</b>	<b>492</b>	<b>13.51</b>	<b>59</b>	<b>14.29</b>	<b>-0.78</b>	<b>-5.81</b>

The median Gender Pay Gap for the economy as a whole is 18.4% based on the ONS Annual Survey of Hours and Earnings published on 26/10/17

## Bonus

Table 4 – Bonus Recipients and Payments					
Gender	All Employees	Bonus Recipients	% Of Workforce	Average Payment	Median Payment
<b>Males</b>	492	73	14.84%	10,716	2,522
<b>Female</b>	59	18	30.51%	3,212	1,435

Table 5 – Bonus Pay Gap		
Women's Bonus pay is	Bonus Gap	
<b>Mean</b>	<b>70.03%</b>	Lower Than Men's
<b>Median</b>	<b>43.07%</b>	Lower Than Men's