



## Gender Pay Gap Report 2016/17

Kongsberg Automotive ASA provides world-class products to the global vehicle industry. Our products enhance the driving experience, making it safer, more comfortable and sustainable. The Group has three business segments; Interiors, Powertrain & Chassis, and Specialty Products.

Our business operates across 41 locations globally, and in the UK has three divisions representing each of our business segments. Our people are employed within a wide range of disciplines including Manufacturing, Engineering, Research & Development, Purchasing, Sales & Program Management.

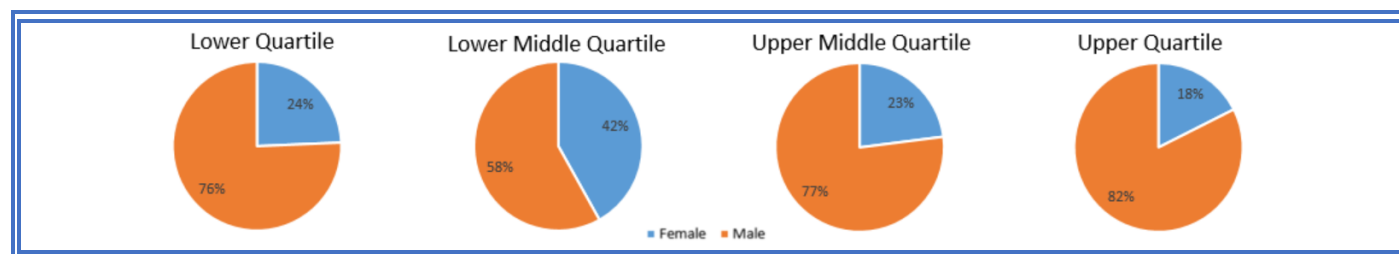
This Gender Pay Gap Report is published in accordance with the UK Government GPGR regulations and results are based on data from the snapshot date of 5<sup>th</sup> April 2017. Whilst only one of our UK divisions is required to publish its Gender Pay Gap, we are committed to understanding the impact to all of our UK businesses; the main report is based on UK group data, and reporting for each legal entity can be found on page 2 of this report.

At the reporting date, Kongsberg Automotive employed 352 staff in the UK, of which 27% were female and 73% were male.

### Hourly Pay and Bonus Gender Pay Gap

Gender Pay Gap	Mean	Median
Pay	26%	15%
Bonus	74%	97%

### Distribution of Gender within the Pay Quartiles



### Proportion of Employees Receiving a Bonus

Female	7%
Male	14%

### Commentary

- Kongsberg Automotive's UK Gender Pay Gap is higher than the UK average of 18%
- Analysis shows us that disproportionate numbers of male and female workers primarily drives the pay gap;
  - Our industry relies on highly skilled engineering expertise; currently in the UK only 11% of all workers in Engineering professional roles are female
  - This trend impacts that number of female workers occupying senior positions within the UK and has a detriment to the number of women receiving bonus payments
- To control our gender pay gap, we operate a structured pay banding system for all our Manufacturing Operatives (who account for c.70% of the workforce), rewarding male and female employees equally for the same work
- We continuously monitor to ensure that all male and female workers are paid equivalent rates of pay for carrying out similar roles, and benchmark rates of pay as an ongoing activity within our recruitment process.

### Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements.

Michael Vella, Director

## Kongsberg Actuation Systems Limited (Total Employees 269, 27% female, 73% male)

### Hourly Pay and Bonus Gender Pay Gap

### Proportion of Employees receiving Bonus

Gender Pay Gap	Mean	Median		Bonus Distribution	
Pay	17%	8%		Female	1%
Bonus	99%	100%		Male	6%

### Distribution of Gender within the Pay Quartiles

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Male	64%	65%	89%	77%
Female	36%	35%	11%	23%

## Kongsberg Automotive Limited (Total Employees 17, 6% female, 94% male)

### Hourly Pay and Bonus Gender Pay Gap

### Proportion of Employees receiving Bonus

Gender Pay Gap	Mean	Median		Bonus Distribution	
Pay	33%	26%		Female	0%
Bonus	100%	100%		Male	56%

### Distribution of Gender within the Pay Quartiles

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Male	75%	100%	100%	100%
Female	25%	0%	0%	0%

## Kongsberg Power Products Systems Limited (Total Employees 66, 33% female, 67% male)

### Hourly Pay and Bonus Gender Pay Gap

### Proportion of Employees receiving Bonus

Gender Pay Gap	Mean	Median		Bonus Distribution	
Pay	38%	33%		Female	27%
Bonus	64%	97%		Male	34%

### Distribution of Gender within the Pay Quartiles

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Male	56%	53%	71%	88%
Female	44%	47%	29%	12%