



# **Crown Lift Trucks Ltd. Gender Pay Gap Report**



# Crown Lift Trucks Ltd. Gender Pay Gap Report 2021/22

(based on data for the snapshot date of 5 April 2021)

At Crown, we know that our employees are the driving force behind our success in the material handling industry. **We cultivate a culture of passionate people and inspired innovation.**

We support our employees and their professional goals because an investment in our people is an investment in our future. In fact, throughout Crown's history, **more than 1,000 employees have reached a 25-year milestone**, and we are proud to have travelled their career paths with them.

From employee training and development to competitive compensation packages, we invest in our employees, knowing that people are always at the core of what moves us forward.

**Ken Dufford**  
Vice President Europe  
Crown Equipment Corporation





# Our commitment

Crown Lift Trucks Ltd. is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

**It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex** (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

**Crown Lift Trucks Ltd is therefore confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work.** Rather any gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

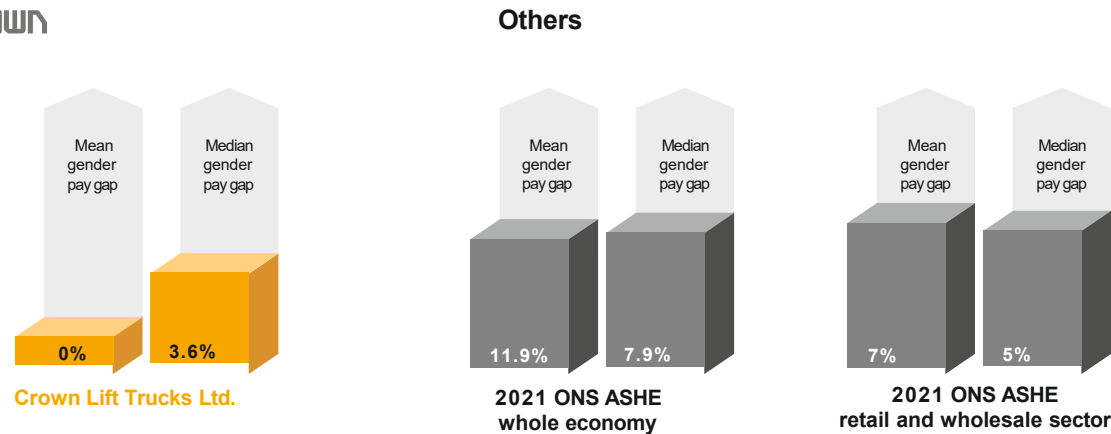
**Under the law, men and women must receive equal pay for:**

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.



# Comparison with other organisations:

Crown Lift Trucks Ltd. with extremely good performance!



The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Crown Lift Trucks Ltd.'s gap compares favourably with that of other organisations, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures - FTEs) is 11.9%, while in the retail and wholesale sector it is 7%. At Crown Lift Trucks Ltd there is zero mean gender pay gap, however it should be recognised that the snapshot data is taken from a period where some employees were on furlough and received reduced salary. This has the potential to artificially affect the gender pay gap data. For example, if a noticeably higher proportion of men than women (or vice versa) were furloughed with reduced pay, the headline gender pay gap estimates would be more likely to reflect short term labour market conditions rather than underlying pay trends.

The median gender pay gap for the whole economy (according to the October 2021 ONS ASHE figures) is 7.9%, while in the retail and wholesale sector it is 5%. At 3.6%, Crown Lift Trucks Ltd.'s median gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

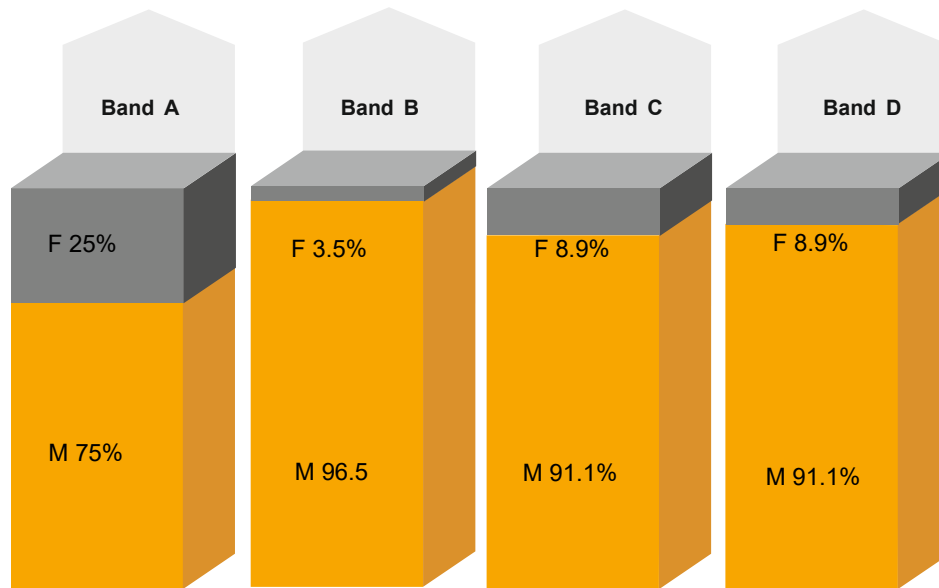
Crown Lift Trucks Ltd. has 198 male relevant employees of which 5 received a bonus, and 26 female relevant employees of which none received a bonus. This means **2.5%** of male relevant employees received a bonus ( $5/198 \times 100$ ) and **0%** of female relevant employees received a bonus ( $0/26 \times 100$ ).

The mean gender bonus gap and the median gender bonus gap for Crown Lift Trucks Ltd are large at 100% and 100%. However, when looked at in terms of cash amounts rather than percentage terms, the figures involved are comparatively small, reflecting our existing policy of **not paying large bonuses to individual members of staff.**



# Pay quartiles by Gender

Crown Lift Trucks Ltd.'s workforce is divided into four equal-sized groups, based on hourly pay rates.



Includes all employees whose standard hourly rate places them at or below the lower quartile

Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

Includes all employees whose standard hourly rate places them above the upper quartile

The table depicts pay quartiles by gender. This shows Crown Lift Trucks Ltd.'s workforce divided into four equal-sized groups based on hourly pay rates, with Band A including **the lowest-paid 25%** of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile).

In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band.



# Improving Balance

**Crown Lift Trucks Ltd.'s gender pay gap compares favourably with that of organisations both across the whole UK economy and within the retail and wholesale sector.**

But that's not enough for us yet: Crown is committed to doing everything that it can to reduce the gap.

However, Crown Lift Trucks Ltd. also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.





**We'll get  
even better !**

To date, the steps that Crown Lift Trucks Ltd has taken to promote gender diversity in all areas of its workforce include the following:

### **1. Creating an evidence base.**

To identify any barriers to gender equality and inform priorities for action, in 2017 Crown Lift Trucks Ltd introduced gender monitoring to understand:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the organisation;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

### **2. Revising the flexible working policy.**

Crown Lift Trucks Ltd.'s flexible working policy makes it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

### **3. Supporting parents.**

Crown Lift Trucks Ltd developed new guidelines for managers on supporting employees prior to, during and on return from maternity and other parental leave, to be backed up by training for all line managers and senior managers.



None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Crown Lift Trucks Ltd is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

**“I confirm that the information  
in this statement is accurate  
and in line with the UK government’s  
Equality Act 2010 (Gender Pay Gap Information)  
Regulations 2017.”**

**Simon Barkworth**  
Managing Director  
Crown Lift Trucks Ltd.