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 its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its 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.
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 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.0%, while in the retail and wholesale sector it is 18.5%. At 5.7%, Crown Lift Trucks Ltd.’s mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%, while in the retail and wholesale sector it is 17.7%. At 13.3%, 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 259 male relevant employees of which 11 received a bonus, and 34 female relevant employees of which none received a bonus. This means 4.2% of male relevant employees received a bonus (11/259x100) and 0% of female relevant employees received a bonus (0/34x100).

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.

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


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.


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.