



Gender Pay Gap Report 2023

Our Gender Pay Gap Report is set out in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender pay relates to the average earnings within the business across all positions and levels of the business.

Gender pay gap reporting is not about equal pay for men and women doing the same role, this is already a legal requirement. We are confident that within Husco, men and women are paid equally for doing the same job.

We can however use the results to assess:

- The balance of male and female employees at different levels of the business
- The levels of gender equality within our business.

Our Business

Husco International Partners LLP is a global leader in the development and manufacture of hydraulic and electro-hydraulic controls for off-highway applications.

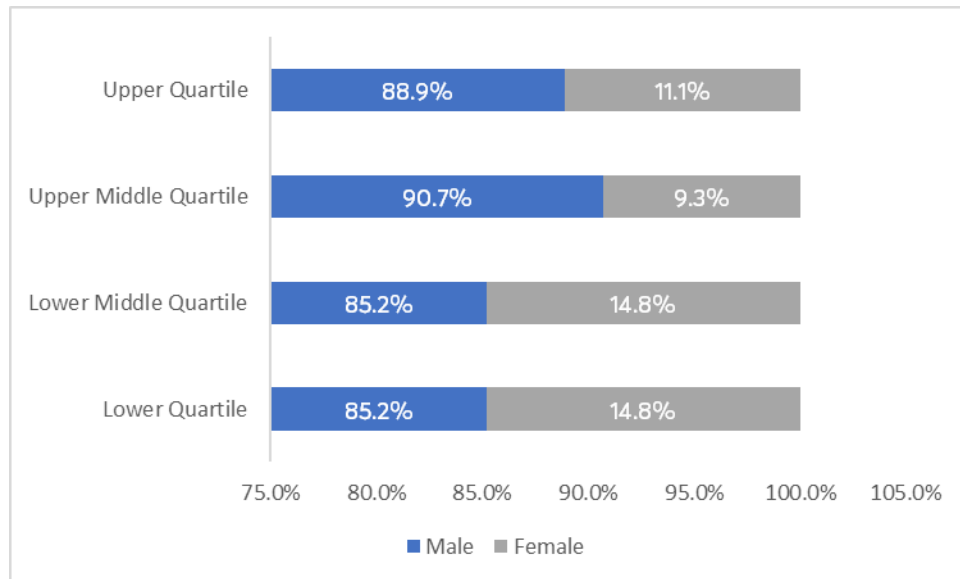
Husco within the UK was established in 1984 as a design and manufacturing facility to support our customers based in Europe. Our office and factory cover over 8,300 m² as well as having a fully equipped development and machine test facility. The factory is ISO9001, 14001 & 50001 compliant and is equipped with modern machining, assembly, test and paint facilities.

Husco within the UK had 300 employees on 5th April 2023 (the snapshot date). Due to continued business growth, there was a rise of 21 employees in comparison to the same point the previous year.

Our Gender Pay Gap Data

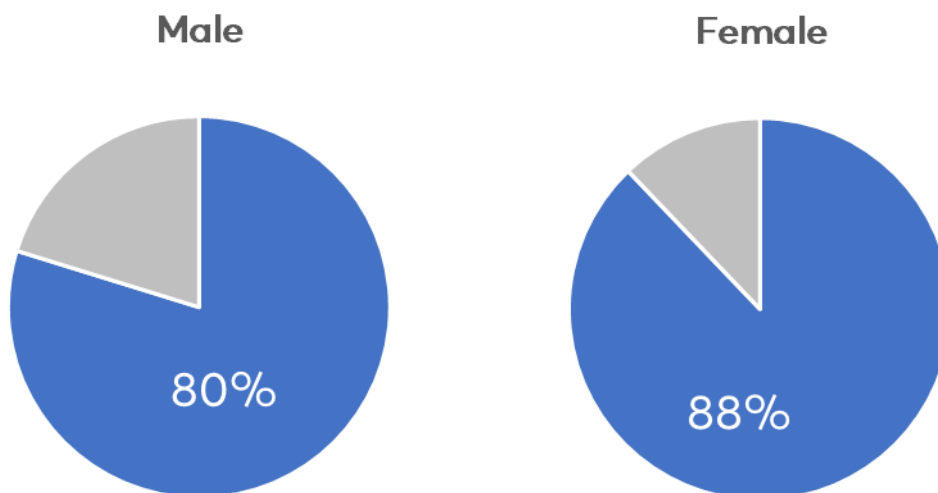
We collected our data on 5th April 2023. This was our second Gender Pay Gap Report, meaning that we were able to see and report our year on year comparison for the first time.

Proportion of Male and Female UK Employees within Each Quartile Pay Band:



At the time of the snapshot there were 33 female employees and 267 male employees, meaning that 12.36% of employees were female. The gender mix is representative of the nature of the business, where engineering and manufacturing roles are traditionally male-dominated.

Proportion of Males and Females Receiving Bonus:





Hourly Pay Gap Difference Between Male and Female Employees:

	2022	2023
Mean Gender Pay Gap	12.3%	12.5%
Median Gender Pay Gap	7.3%	3.8%

Hourly Pay and Bonus Difference Between Male and Female Employees:

	2022	2023
Mean Gender Hourly Pay & Bonus Gap	76.9%	34.8%
Median Gender Hourly Pay & Bonus Gap	33.3%	-15.0%

Addressing the Balance

Husco International Partners LLP is committed to equal opportunity for all applicants and existing employees regardless of gender, sexual orientation, marital status, race, ethnicity, colour, nationality, national origin, disability, religion or age. Husco is actively engaged in improving diversity within its teams. We believe that diverse teams improve diversity of ideas and perspective, contributing to our core values of high performance, intelligent risk taking and practical innovation.

Husco works closely with universities and local schools to engage young people in STEM subjects, helping to attract young people to the engineering and manufacturing sector.

I confirm that the information contained in this statement is accurate.

Vicky Dunbar
Director – Human Resources

March 2024