

EnerSys Gender Pay Report 2021

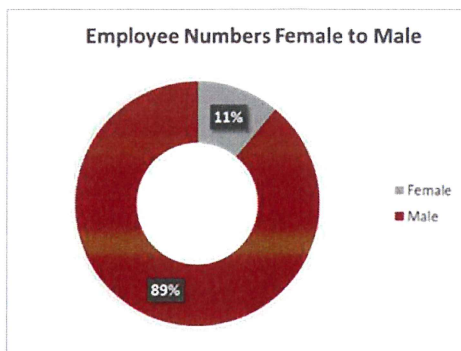
As part of the UK Government's commitment to tackling the gender pay gap, companies with a headcount of 250 or more are required to report and publish their gender pay information annually.

The gender pay gap is the difference in the average pay between all men and all women in the workforce. This is distinct from "equal pay", which is the pay difference between women and men who carry out the same or similar jobs or work of equal value.

EnerSys is required to report and publish the following information:

- Gender pay gap (mean and median)
- Gender bonus gap (mean and median)
- Proportion of women and men receiving bonuses
- Proportion of women and men in each quartile of our pay structure.

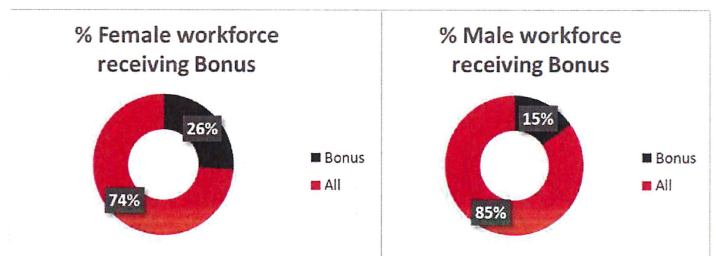
The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the organisation, not of the difference in pay between men and women for doing the same job. In April 2020, 89% of our employees were male, 11% were female.



As with all organisations in the UK, EnerSys is required to publish the difference in average hourly pay for all women and all men in our organisation.

	Mean	Median
Hourly Pay	4.50%	6.02%

ONS reports that among all employees in UK, the gender pay gap for the whole UK economy was 14.9% in 2020, down from 17.4% in 2019.

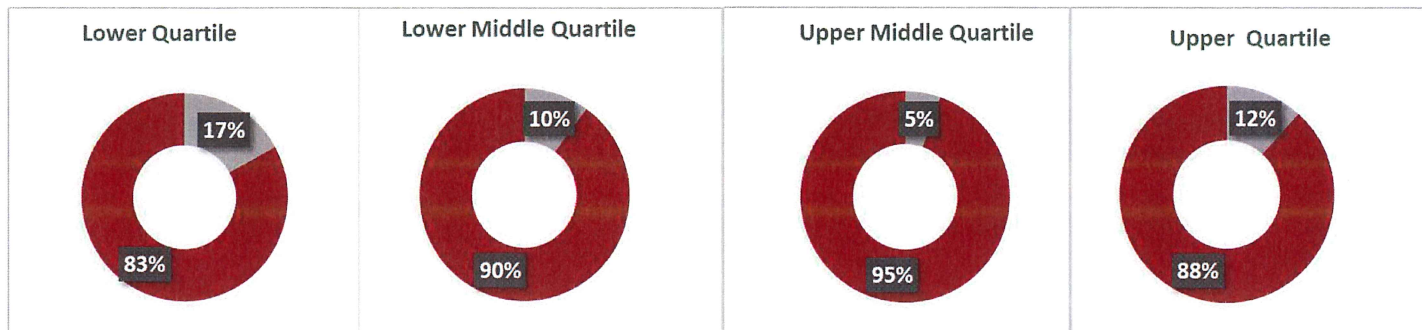


There is a difference in the average bonus value paid due to the difference in roles and salaries. In EnerSys the Bonus Pay Gap is shown below:

	Mean	Median
Women's Bonus Pay	33.85%	-7.77%

Pay Quartiles

EnerSys is also required to show our workforce gender mix in four pay quartiles. In April 2020 11% of our workforce were female and 89% were male. The table below shows the gender distribution across EnerSys UK



Proportion of Females and Males in each Quartile Band

Our gender pay gap is not a reflection of “equal pay” it is indicative of an industry that has historically employed more men than women. EnerSys is working to improve gender balance at every level.

Authorised Signatory

I confirm that the data reported is accurate

Timothy Gibbons

Plant Manger & Director EnerSys Ltd

Note: all figures are for EneSys Ltd employees only as at the “snapshot” date of 5th April 2020.