



Gender Pay Gap Report 2017/18

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 globally and employs 10,100 people in 19 countries. The UK has three operating locations; the largest of which is a manufacturing facility within our Specialty Products division. Our people are employed within a wide range of disciplines including Manufacturing, Engineering, Research & Development, Purchasing, Sales & Program Management.

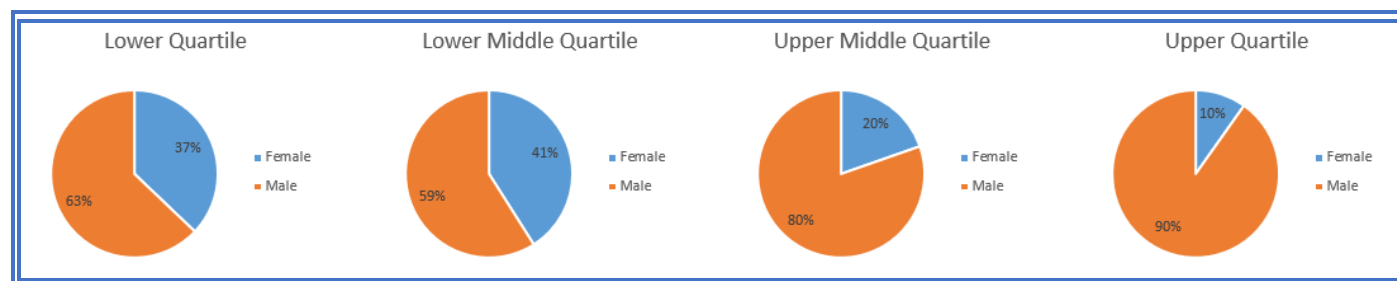
This Gender Pay Gap Report is published in accordance with the UK Government GPR regulations and results are based on data from the snapshot date of 5th April 2018. Whilst only one of our UK divisions is required to publish its Gender Pay Gap, we are committed to understanding the impact to all of our 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 304 staff in the UK, of which 26% were female and 74% were male.

Hourly Pay and Bonus Gender Pay Gap

Gender Pay Gap	Mean	Median
Pay	33.0%	16.9%
Bonus	55.0%	99.0%

Distribution of Gender within the Pay Quartiles



Proportion of Employees Receiving a Bonus

Female	10.1%
Male	14.2%

Commentary

- Kongsberg Automotive's UK Gender Pay Gap increased by 7% when comparing the mean hourly rate to 2016/17; the gap remains higher than the UK average (currently 8.6% in 2018). The mean Bonus Pay Gap decreased by 19%.
- The increase was primarily driven by a rise in the distribution of gender within the lower pay quartiles compared to the upper quartiles, resulting from more women entering the core operations workforce.
- The majority of our UK workforce is comprised of Manufacturing Operatives, these workers are paid via a structured pay banding system which rewards male and female employees equally for the same work, however we also place a significant value on family friendly policies supporting employees to remain in the workplace, 90% of all part-time workers are female which drives a further impact to the overall gender pay gap.
- We continue to see a disproportionate number of male and female workers during our recruitment processes, particularly within skilled Engineering roles at both entry and advanced levels. To address this trend, we are planning for the future and are developing a school's program to encourage females within STEM industries and will be applying positive discrimination in work placement programs to support this objective.

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 270, 27% female, 73% male)

Hourly Pay and Bonus Gender Pay Gap

Proportion of Employees receiving Bonus

Gender Pay Gap	Mean	Median	Bonus Distribution	
Pay	24.2%	13.8%	Female	9.5%
Bonus	99.0%	71.4%	Male	9.2%

Distribution of Gender within the Pay Quartiles

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Male	56.6%	56.6%	86.8%	84.6%
Female	43.4%	43.4%	13.2%	15.4%

Kongsberg Automotive Limited (Total Employees 20, 15% female, 85% male)

Hourly Pay and Bonus Gender Pay Gap

Proportion of Employees receiving Bonus

Gender Pay Gap	Mean	Median	Bonus Distribution	
Pay	52.6%	56.4%	Female	0%
Bonus	100%	100%	Male	52.9%

Distribution of Gender within the Pay Quartiles

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Male	40%	100%	100%	100%
Female	60%	0%	0%	0%

Kongsberg Power Products Systems Limited (Total Employees 14, 14% female, 86% male)

Hourly Pay and Bonus Gender Pay Gap

Proportion of Employees receiving Bonus

Gender Pay Gap	Mean	Median	Bonus Distribution	
Pay	14%	16%	Female	50%
Bonus	-129%	-171%	Male	42%

Distribution of Gender within the Pay Quartiles

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Male	75%	100%	100%	67%
Female	25%	0%	0%	33%