



Gender pay gap reporting for April 2017

We at Tesla Engineering Ltd believe we are rigorous in ensuring that opportunities and rewards are made equally available to both males and females.

The gender pay gap identified in our analysis is largely driven by the fact we have a much higher proportion of males than females in senior higher-paid roles within the business.

We are aware that changes are continuing to take place within education, such as the promotion of STEM subjects in schools to both males and females, and the encouragement of applications from both sexes for relevant training opportunities. Whilst we believe in job opportunities for everybody we need to be mindful of the fact that these changes will not happen overnight.

We report the following information for the year in question:

- Mean gender pay gap: 24.4%
- Median gender pay gap: 10.5%
- Mean bonus gender pay gap: 100% (modest bonuses were paid to three male employees)
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- Proportion of males and females receiving a bonus payment: males 1.2%, females 0%
- Proportion of males and females in each pay quartile:

	Male	Female
Upper quartile	97.3%	2.7%
Upper middle quartile	89.0%	11.0%
Lower middle quartile	86.1%	13.9%
Lower quartile	80.6%	19.4%

David Cracknell
Finance Director 29 March 2018