

Gender pay gap reporting for April 2020

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: 24.7%
- Median gender pay gap: 9.9%
- Mean bonus gender pay gap: Not applicable
- Median bonus gender pay gap: Not applicable
- Proportion of males and females receiving a bonus payment: males 0%, females 0%
- Proportion of males and females in each pay quartile:

	Female	Male
Pay quartiles		
Upper quartile	6.4%	93.6%
Upper middle quartile	5.1%	94.9%
Lower middle quartile	19.2%	80.8%
Lower quartile	16.5%	83.5%



David Cracknell
Finance Director 1 October 2021