

UK Gender Pay Gap Report

METTLER TOLEDO

The Equality Act 2010 (Gender Pay Gap Information) requires all companies with more than 250 employees to report their results. In accordance with this METTLER TOLEDO UK has reported its results. The report is for a snapshot date of 5 April 2020, and we will continue to report on an annual basis thereafter.

We offer precision instruments and services for many applications in research and development, quality control, production, logistics and retail to customers around the world. We have highly experienced employees who support our customers throughout the UK and Ireland, with a high proportion of our employees being field based. They work remotely and travel daily to meet our customers' requirements.

2020 was an exceptional year which, like many companies, meant we had to react in unprecedented ways. We used the government furlough scheme where market demands dictated and also supported working families with their childcare needs during this time by offering temporary flexible working to manage work and home schooling needs. Alongside this we also offered furlough as an option for working parents. We continue to support families in the workplace and have enhanced our family friendly policies. This year we had a high proportion of women on maternity leave. These measures have significantly impacted our gender pay gap for this year. If we include those who were on furlough, our gender pay gap would have shown a decrease from the prior year and demonstrates the positive steps we have taken to reduce the pay gap so far. However, this is still not at a level where we want to be. Therefore, we will continue with initiatives throughout 2021 and beyond with the intention of reducing our gender pay gap even further across the business.

At METTLER TOLEDO we pride ourselves on being an Equal Opportunities employer and have a culture of selecting the best person for the role. We will continue to invest in talent management, recruitment and engagement, as well as promote flexible job design, with the aim of reducing our gender pay gap.



Mark Purle
Managing Director
Mettler-Toledo Ltd



What is Gender Pay Gap and How is it Calculated?

What is Gender Pay Gap?

The gender pay gap shows the **difference in the average pay between all men and women in a workforce**. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

This is not intended to illustrate inequality in pay nor identify potential discrimination between the genders.

What is Equal Pay?

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.



Gender Balance Statistics

Men Employed as at April 2020	Women Employed as at April 2020
69%	31%

At METTLER TOLEDO UK we are committed to equality and diversity within the workplace. We recognise that we can improve on our gender balance and have made positive steps in addressing this, seeing a positive increase in females joining the company.

We continue to operate in a tough labour market, where in 2020 only 24.2%* of women were working within the core STEM occupations. However despite these challenges we continued to grow our diverse workforce by successfully attracting women to work for the company.

At METTLER TOLEDO we pride ourselves on employee development, and have seen a significant rise in internal promotions since April 2020 and into 2021 with 34% of these being women. We continue to develop all employees at METTLER TOLEDO and believe in selecting the right person for the position.

*Source data: Updated workforce statistics to September 2020 - WISE (wisecampaign.org.uk)

Gender Pay Gap Data - as of April 2020

Mean Gender Pay Gap	Median Gender Pay Gap
35%	35%

Mean Bonus Gender Pay Gap	Median Bonus Gender Pay Gap	Proportion of Men Receiving Bonus	Proportion of Women Receiving Bonus
54%	42%	98%	89%

Our calculations show the overall pay gap between men and women’s earnings is 35% (Mean) or 35% (Median) based on hourly rates of pay as at 5 April 2020.

Our analysis shows that our gender pay gap is caused by a number of factors rather than our pay structure which is gender neutral. The factors include;

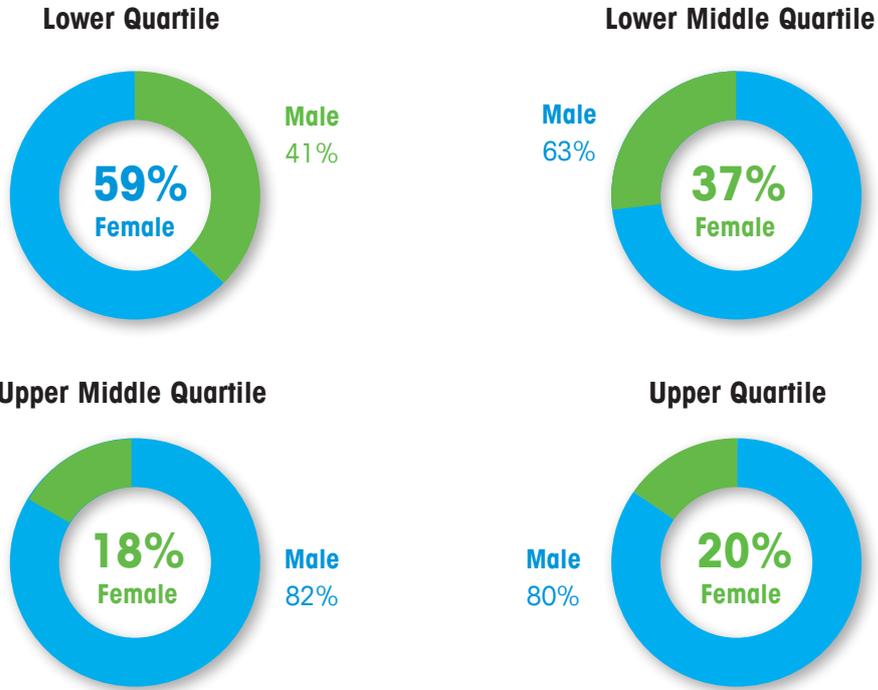
- Response to the pandemic lead us to furlough a proportion of roles, these are excluded from the calculation
- A high number of female employees on maternity leave at that time, these are excluded from the calculation
- Provided support to working parents by offering the furlough scheme as an option in the event temporary flexible working was not suitable for them
- Structure of our workforce has a higher proportion of males in more senior roles
- High proportion of males in our technical roles both Sales and Service
- Higher proportion of males in our field based roles in particular in our service department

If we were to remove the impact of furlough our calculations show the overall pay gap between men and women’s earnings is 21% Mean or 16% (Median) based on hourly rates of pay at 5 April 2020. This is a reduction from prior year.



Pay Quartiles

How many men and women are in each quarter of the employer’s payroll.



The Future

Our aim is to reduce the gender pay gap and we have made positive steps towards this and will continue to do so in the future.

We have seen positive improvements and will continue to invest in talent management and recruitment. Our Talent Acquisition team is dedicated to proactively sourcing the right person for the job, whether this is through our gender neutral advertising or comprehensive and fair selection methods. Through various engagement strategies we will continue to champion women within the workplace by improving our family friendly initiatives, hybrid working, addressing flexible job design and working practices where possible.

At METTLER TOLEDO we value continuous improvement and will continue to research and implement strategies that aim to reduce the gender pay gap.

