

2017 Gender Pay Gap Report

Clarke Energy is a multinational specialist in the engineering, installation and maintenance of reciprocating engine based power plants and gas engine compression stations. Its services range from the supply of an engine, through to the turn-key installation of multi-engine power plants. It forms part of Kohler Co. specifically its Power Group, thus belonging to a much larger network of over 36,000 associates across 6 continents.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. The mean is the average and the median is the middle number when hourly rates are placed in order from lowest to highest; both calculations are expressed as a percentage of male earnings.

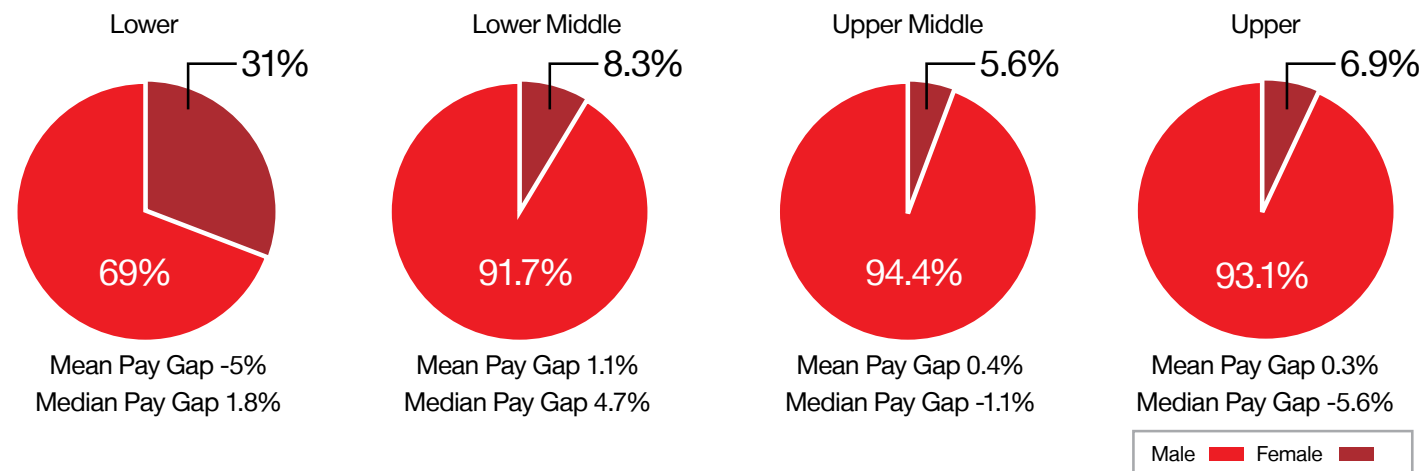
Equal pay is not the same as the gender pay gap. Equal pay deals with pay discrimination and the differences in pay when members of the opposite sex are paid differently but yet they carry out the same work, similar work or work of equal value. We are committed to supporting equality through fair pay and we strive to ensure that men and women are paid equally for doing equal work.

Pay and Bonus Pay Gap

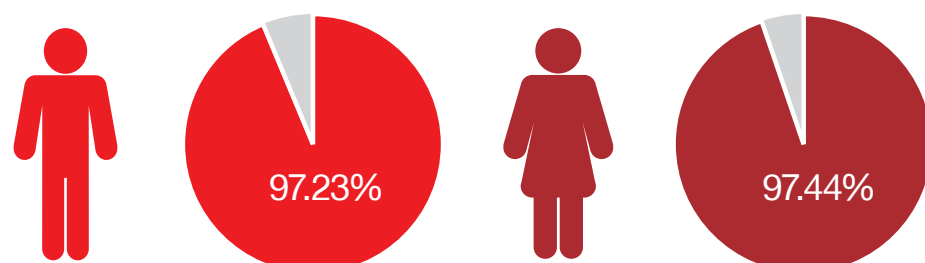
The table below shows our overall mean and median gender pay gap based on the hourly rates of pay on the 5th April 2017. The gender pay gap calculations for the bonus pay relate to the 12 month period 6 April 2016 to 5 April 2017 inclusive.

	Mean	Median
Hourly Pay	22.86%	23.92%
Bonus Pay	44.58%	8.86%

Gender representation and pay gap within each quartile of the workforce



Proportion of males and females awarded a bonus in the bonus pay period *



* 6th April 2016 - 5th April 2017

What do the results tell us?

As shown in the gender representation figures (below), there is a greater proportion of male associates at Clarke Energy. Attracting females to take up engineering as a career is a challenge not only for the business but for the UK as a whole, with women making up only 8% of the working population in the manufacturing and engineering industry. We are committed to playing our part in trying to change that in order to achieve a better gender balance.

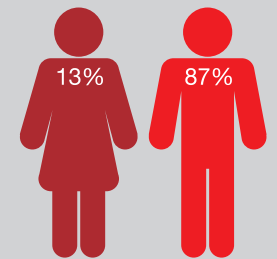
Our gender representation figures reflect similar businesses in our industry, we are working hard to address this imbalance by embedding a diversity programme which enables us to attract and then hire the very best person for the role, regardless of gender.

Gender Representation at Clarke Energy, UK

The gender representation within the business is 87% male and 13% female. Despite industry challenges, we are committed to playing our part in trying to change that in order to achieve a better gender balance and recognise the immense benefits of having a workforce that truly represents society.

Since 2014 Kohler Co. globally, has been driving forward with its diversity and inclusion strategic plan. Change takes time but year on year progress has been made towards the key objectives, which are to:-

- Attract and retain the best talent which is increasingly diverse.
- Build a strong talent pipeline to support the goal to promote from within.
- Achieve a gender balance within Kohler Co. especially at the most senior levels.
- Create a culture of inclusion to optimise team performance and drive results globally.



At Clarke Energy we are aligned and committed to achieving these objectives.

Closing the Gap

- We recognise that the market is continually changing. For that reason we will continue to use external benchmarking to price our positions against the market to ensure that we are offering the correct levels of pay for the role, rather than for an individual.
- We continue to build upon our Science, Technology, Engineering and Maths initiatives and early years career programmes that aim to engage both males and females in Manufacturing and Engineering at an early age. This year we have created apprentice positions in our core, office based engineering functions which will attract more female applicants than our traditional "hands on" technical roles.
- We will continue to support women in the business through the offering of women in leadership programmes.
- We will develop training programmes that highlight and build self-awareness of unconscious bias in the recruitment and promotion processes.
- We will continue to promote and celebrate diversity and inclusion within the business and the wider community as part of our stewardship initiatives.

We welcome the UK Government Gender Pay reporting initiative and support any action designed to highlight the gaps in pay regardless of how these occur. Despite the challenges we face in the recruitment of females into technical and senior roles we will work to ensure that women are given the opportunities at Clarke Energy to progress from entry to boardroom level.

Jamie Clarke
Jamie Clarke, President

Lynsey Merryweather
Lynsey Merryweather, HR Director