

# Gender Pay Gap Report 2017



Cubic Corporation is the parent company of three major businesses, Cubic Transportation System (CTS), Cubic Global Defence (CGD) and Cubic Mission Solutions (CMS). In the UK, CTS is the largest employer and the only division required to report on the gender pay gap.

On the snapshot date of 5th April 2017 CTS employed 976 people, 86% were male and 14% were female. There were 965 permanent relevant employees for the purpose of the gender pay calculations.

### The Gender Pay Gap



### The Bonus Pay Gap



### The proportion of males and females receiving a bonus payment



## The proportion of males and females in each pay band

	MALE	FEMALE
Upper quartile	88.38%	11.62%
Upper Middle quartile	88.80%	11.20%
Lower middle quartile	82.57%	17.43%
Lower quartile	82.64%	17.36%

### The Analysis

Our demographics reflect the fact that engineering is heavily male dominated in this country. The Office for National Statistics report for April to June 2017 showed that only 11% of engineers in the UK are women. At Cubic, just 14% of our population are women and only 6% of roles within engineering are held by females.

We are encouraged to see that our median gender pay gap at 8.62% is lower than the national average of 18.4% (ONS Annual Survey of Hours and Earnings: 2017 provisional and 2016 revised results). However it's important to remember that this is not about equal pay. We work hard to ensure that men and women are paid fairly and equally when they are in the same roles, performing similar work with similar knowledge, skills and abilities. In 2017 Cubic introduced a grading structure in the UK to help us achieve and monitor this. But our gender pay and in particular our bonus pay statistics reflect the fact that we currently employ more men than women, and specifically more men in professional, technical and managerial roles which typically offer higher salaries and bonuses.

Interestingly, in the context that women comprise 14% of our population, we found that 17% of our management roles are held by women, which is encouraging, although we would prefer to see women equally represented across all four quartile pay bands.

### The Action Plan

Cubic Corporation takes diversity in all its forms very seriously and is in the process of establishing regional sub-committees to support the global Equality and Diversity Committee.

Our primary challenge is to attract more women to the business, and our first target must be to at least equal the national statistics in terms of female engineers. But we believe this goal to be more complex than simply attracting and hiring more women into the business; more females need to see engineering as a career choice that is open to them. To lend our support to this aim, in 2018 we will be partnering with the Women's Engineering Society whose mission is to inspire and support girls and women to achieve their potential as engineers, applied scientists and technical leaders.

In addition to these efforts, we will conduct annual internal audits and peer group studies with regards to compensation. This will help us to ensure we are providing competitive and appropriate pay and bonuses to all individuals performing similar work in like roles.

### Declaration

We confirm that the calculations, data and analysis contained in this report are accurate and that the methodology provided in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 has been applied correctly.



**Roger Crow**  
Executive Vice President  
and Managing Director



**Leanne Gravett**  
Human Resources Director