

2022 Gender Pay Gap

Snapshot Dates & Key	
Pay Date:	05/04/2022
Bonus Dates:	06/04/2021 05/04/2022
Key:	Males Females

Reporting Requirement		Essentra Components LTD			
		Q1	Q2	Q3	Q4
Percent (%) Men and Women in Each Hourly Pay Quartile	Males	83%	71%	49%	69%
	Females	17%	29%	51%	31%
Average Hourly Gender Pay Gap		-5.39%			
Percent (%) Men and Women who Received Bonus Pay		87%		93%	
Average Gender Bonus Pay Gap		-4.51%			

Essentra Components LTD		2021/2022	2020/2021	Percent (%) Difference
Employee Count	Males	229	206	11%
	Females	108	85	27%
Total		337	291	38%