



**Rockwell
Automation**

UK GENDER PAY GAP 2021 REPORT





PHIL HADFIELD
Country Sales Director UK,
Rockwell Automation

Foreword

As industry changes at an ever more dramatic speed, it is more imperative than ever that to succeed we need a diverse workforce that reflects the communities where we live and work globally. Creating a working environment where all employees, regardless of gender can thrive remains a top priority at Rockwell Automation. We know this is critical for encouraging future generations to pursue a career in Science, Technology, Engineering and Mathematics (STEM) and fill the talent pool.

This report is based on data from April 2021, which shows that 23% of our employees are female, overall median pay gap is 36% in favour of men, and our mean gender pay gap is 29.4% in favour of men.

We recognise that our female employees make up a smaller proportion of our workforce along with many other organisations in our sector. It is evident there are no quick fixes, but we have been making progress to help address the gap.

Importantly, we have seen an increase in the representation of women in the organisation by 1.3%, and an increase in the representation of women in the upper middle quartile of the organisation by 2.6% from 2020. This is supported by increased participation of our Professional Women's Council and Employee Resource Groups to help reinforce female role models within the organisation whilst supporting women leaders' development in achieving their career goals.

To help promote our industry to embrace a more diverse future employee pool, we already support a range of school outreach events to encourage children to pursue a career in STEM. In the UK we have sponsored 10 schools across the country for the First Lego League which expose students to a broader range of industry-leading products and applications, as well as utilising the Apprenticeship Levy funding to develop our workforce as their roles change.

This year we have also launched our UK Diversity plan to understand and remove barriers that may exist in our process, procedures and everyday interactions and strengthening partnerships by sharing our culture of inclusion practices via online training courses.

Off the back of this plan, the interest amongst our employees was such that we created the Rockwell Automation UK Diversity, Equity and Inclusion Steering Group which is a small focus group comprised of all backgrounds that meet regularly to discuss and identify key projects on how to promote diversity in the workplace.

We take our role in meeting the generational challenge to improve the representation of women in our sector very seriously. Rockwell Automation is committed to expanding human possibility for the benefit of all, and we believe that our company's continued success will rely on a diverse talent pool and development of our most important asset, our people.

Rockwell Automation at a glance

Our strategy is bringing The Connected Enterprise to life.

We help industrial companies and their people be more productive by integrating control and information across the enterprise.

\$7B
FISCAL 2021 SALES

24,500+
EMPLOYEES

100+
COUNTRIES

EMEA represents a **\$34B** potential available market.

Our goal is to **accelerate our growth** and **increase our market share**.

ABOVE -MARKET GROWTH | PRODUCTIVITY | INTELLECTUAL CAPITAL  **VALUE CREATION**

Rockwell Automation is a global leader in industrial automation and digital transformation. Headquartered in Milwaukee, Wisconsin, Rockwell Automation employs approximately 24,500 problem solvers dedicated to customers in more than 100 countries.

As a company, we are committed to diversity, equity and inclusion and we support initiatives that promote industry-wide transparency and awareness regarding equal opportunity within the workplace.

ROCKWELL AUTOMATION IN THE UK

In the UK there are 457 employees, of which 23% are female.

One of the main challenges for gender representation in the industries we serve is that they remain predominantly male. For many years' women have been underrepresented in STEM (science, technology, engineering and mathematics) university courses and occupations. And so, in our core business, industrial automation and information solutions, the gender distribution within our workforce reflects this market reality.



What is the gender pay gap?

A gender pay gap is different from an equal pay comparison which examines whether there is a difference in pay between men and women **with similar qualifications and experience carrying out the same or comparable work**. A gender pay gap does not equate to an equal pay issue.

Our report presents mean (average) and median (the midpoint) gender pay gap data.

THE MEAN

The mean gender pay gap refers to the difference between the average earnings for women compared to men.



THE DIFFERENCE BETWEEN THE AVERAGE PAY FOR MEN AND WOMEN IS THE MEAN GENDER PAY GAP



THE MEDIAN

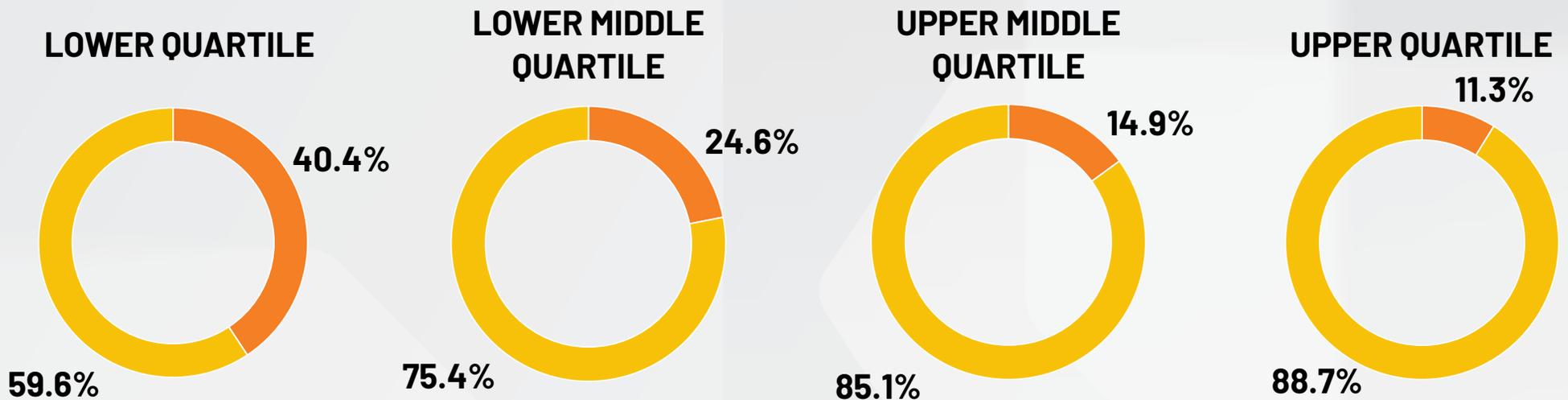
The median pay gap refers to the difference between the earnings for the **midpoint woman** compared to that of the **midpoint man** working within our United Kingdom offices and facilities, without regard to the nature of the work being performed.



Pay Quartiles

We recognise that our female employees make up a smaller proportion of our workforce along with many other organisations in our sector. Still, we have seen a 1.3% average increase of women in proportion to male from the previous year.

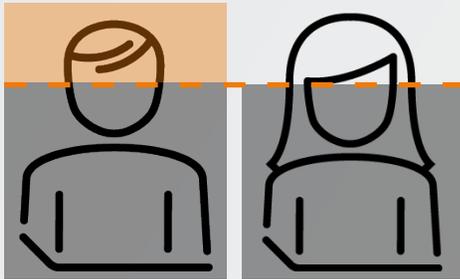
We believe that the difference in our mean and median pay between male and female employees is reflective of our overall gender demographic. When more young women pursue a career in engineering, and more women are able to step into roles within the upper quartile we will naturally begin to close the gender pay gap.



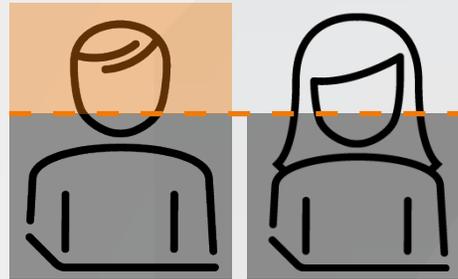
Recorded 5th April 2021

Pay Bonus Difference Between Men & Women in 12 Months Following 5th April 2021

GENDER PAY GAP

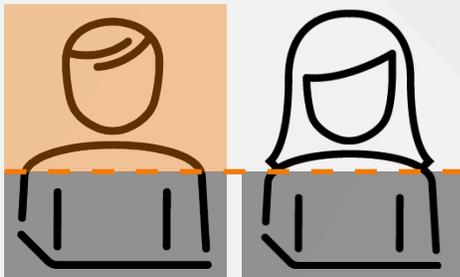


The mean (average) **hourly pay gap** for men is **29.4%** higher compared to women

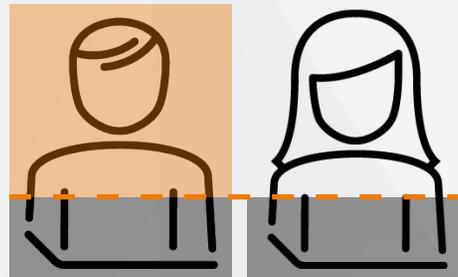


The median **hourly pay gap** for men is **36%** higher compared to women

BONUS PAY GAP



The mean (average) **bonus pay gap** for men is **57.9%** higher compared to women



The median **bonus pay gap** for men is **62.4%** higher compared to women

DIVERSITY AND INCLUSION, AND STEM PROGRAMMES

Whilst recognising there is still much work to continue over the medium and long term, we are pleased to report that since last year, there has been an increase in the representation of women in the upper middle quartile of the organisation by 2.6% from 2020.

We continue to work on and develop our initiatives identified in previous years to help us work towards a more balanced workforce. Throughout 2021, in the UK we focused on the following areas in addition to our Global initiatives:

- Supporting STEM education programmes to encourage young women to pursue a career in engineering
- Continued development of our Diversity and Inclusion (D&I) vision and strategy
- Improved flexible working and a more agile working culture
- Unconscious bias training for all leaders and employees to mitigate gender prejudices from recruitment, promotion and performance management
- Increase our learning and mentoring resources supporting gender diversity and continued professional development



Closing the Gap

As a company, we are committed to recruiting and retaining a more diverse workforce and creating an inclusive culture where all employees can and want to do their best work. We have continued to expand the membership of our Employee Resource Groups (ERGs) to cultivate a diverse and engaging environment with a global network of multicultural, multi-generational employees empowered to build relationships, grow personally and professionally while contributing to the success of Rockwell Automation.

Unconscious bias and inclusive leadership training also continues as it forms part of our D&I strategy to help mitigate prejudices when making talent decisions. We continue to make this a priority during our onboarding process as it also forms part of our UK Diversity plan launched this year, which aims to understand and remove barriers that may exist in our process, procedures and everyday interactions and strengthening partnerships by sharing our culture of inclusion practices via online training courses.

In addition, we already support a range of school outreach events to encourage children to pursue a career in Science, Technology, Engineering and Mathematics (STEM). For many years we have sponsored First Lego League Global to help expose students to a broader range of industry-leading products and applications. This year, we have sponsored 10 schools across the country, which exposes students to a broader range of industry-leading products and applications, with help from the Institute of Engineering and Technology.





BARBARA DEMBOWSKA
Solution Consultant,
Rockwell Automation

I have been working at Rockwell Automation for the last 9 years, first as a MCC Application Engineer involved in executing orders for our customers, and now as a Solution Consultant managing the delivery process of proposals for multi-product projects. During that time, I have witnessed the progressive action the company has taken to develop initiatives aimed at diversity and inclusion, with a particular focus on gender bias training to help women have access to information and career development options.

I think that making the world of engineering an environment where women's equity is present everywhere is still an ongoing process. I am very appreciative of the opportunities Rockwell Automation has presented, including several initiatives which I took part in such as a membership in the Professional Woman's Council Employee Resource Group EMEA and UK Diversity, Equity and Inclusion Steering Group.

There are great career opportunities within STEM, and I have no doubts that Rockwell Automation is the right place to develop my career. As soon as I complete my apprenticeship Level 6 in Project Management, I am going to apply for a management role within the organisation, and I trust I'll be heard by hiring managers in the same way as any other candidate thanks to managers awareness of hiring without bias.

In my opinion, Rockwell Automation is definitely making a positive impact and actively participating in this necessary change, and it is important to continue this work so that we can have an environment where everyone in the working place can be their best self and have equal opportunities.

Thank you

Visit our website for more information around [Diversity and Inclusion at Rockwell Automation](#)

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Americas: Rockwell Automation, 1201 South Second Street, Milwaukee, WI 53204-2496 USA, Tel: (1) 414.382.2000, Fax: (1) 414.382.4444

Europe/Middle East/Africa: Rockwell Automation NV, Pegasus Park, De Kleetlaan 12a, 1831 Diegem, Belgium, Tel: (32) 2 663 0600, Fax: (32) 2 663 0640

Asia Pacific: Rockwell Automation, Level 14, Core F, Cyberport 3, 100 Cyberport Road, Hong Kong, Tel: (852) 2887 4788, Fax: (852) 2508 1846

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