

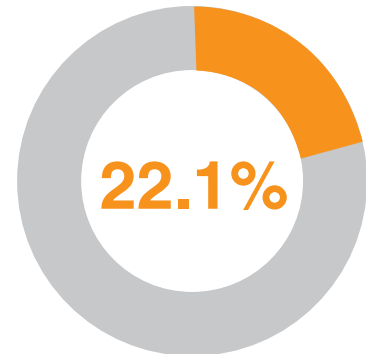
Gender Pay Gap Report 2021

April 2021

Report is based on 5th April 2020 data

Renishaw Gender Pay Gap Report 2021

This is Renishaw's third Gender Pay Gap Report and is published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This requires us to publish the difference between our average men's and women's hourly earnings at Renishaw. This includes base pay and bonus payments for the reporting year of 5 April 2019 - 5 April 2020.



Women represented 22.1% of the 2,671 UK employees in Renishaw plc on 5th April 2020

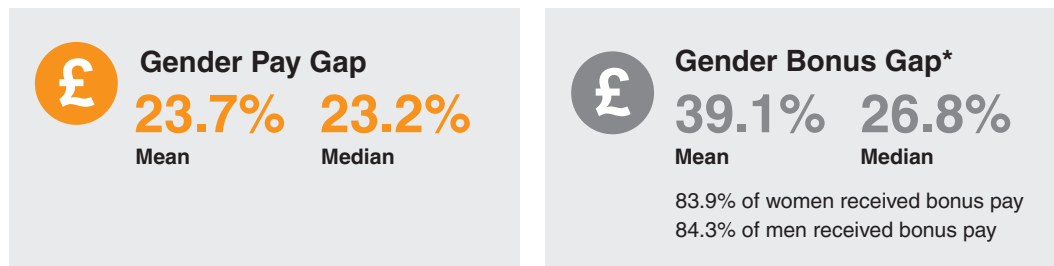
What is the Gender Pay Gap?

Gender Pay Gap is different to equal pay.

The Gender Pay Gap is the difference in the average pay and bonus pay of all men and women across an organisation, irrespective of their role. This is different to equal pay, which is the right for men and women to receive equal pay for equal work.

What is Renishaw's Gender Pay Gap?

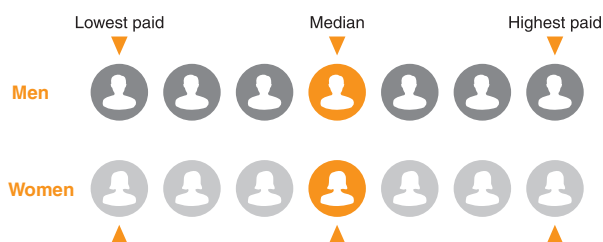
The Gender Pay Gap in Renishaw is 23.7% mean and 23.2% median. The Gender Bonus Gap is 39.1% mean and 26.8% median.



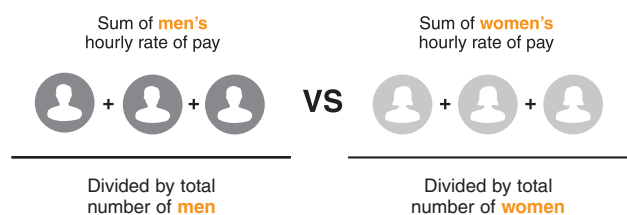
The mean is the difference between the average pay or bonus of every woman and every man, regardless of their roles.

The median is mid-point in our range of salaries or bonuses, from lowest to highest, for men and women. The median gap is the difference between the median for men and women. The median is usually more representative of gender pay difference, as the mean can be skewed by a handful of highly-paid individuals.

Median pay gap calculation

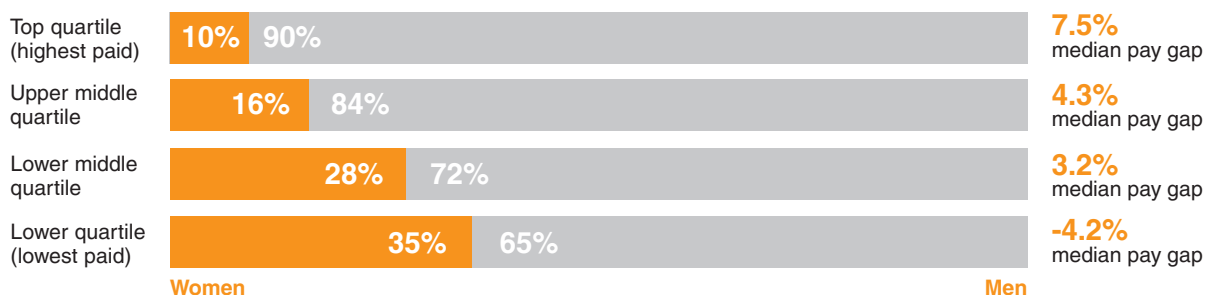


Mean pay gap calculation



* Reporting period includes July 2019 when bonus payments were made. No bonus was paid in July 2020. This will be reported in the next Gender Pay Gap Report.

The proportion of women and men in each pay quartile



Diversity in Renishaw

Renishaw has a large number of highly-experienced and long-serving employees. This means that changes to the gender balance in Renishaw will be gradual, particularly at senior levels. We are continually looking at ways we can actively help to change the gender imbalance in our organisation and it is in our business strategy to create an inclusive culture with a diverse workforce. Increasing diversity will enable us to be an efficient and responsible business that is powered by skilled people with different backgrounds and perspectives.

In the past year we have...

- Formed the Renishaw Diversity and Inclusion Group. The D&I Group will help to raise awareness of the importance of diversity and ensure everyone in our business has access to the same opportunities.
- Launched our graduate mentoring scheme.
- Continued STEM engagement through our dedicated Education Outreach Team and our 142 trained STEM ambassadors.
- Continued to embed our new HR system, Workday. This has provided us with a holistic overview of employee data and allowed us to analyse leaver data more closely.
- Launched our Hybrid Working Policy.



Renishaw graduates



A Workday information session at our New Mills site in Gloucestershire [Photos taken pre COVID-19 pandemic]

We confirm the data reported is accurate.



Will Lee
Chief Executive Officer



Diane Canadine
Head of Group HR