

WEBASTO ROOF SYSTEMS LTD. 2025-26 Gender pay gap report

2. Hourly pay

In this organisation:

- women's median hourly pay was 4.6% higher than men's – this means they earned £1.05 for every £1 that men earn when comparing median hourly pay



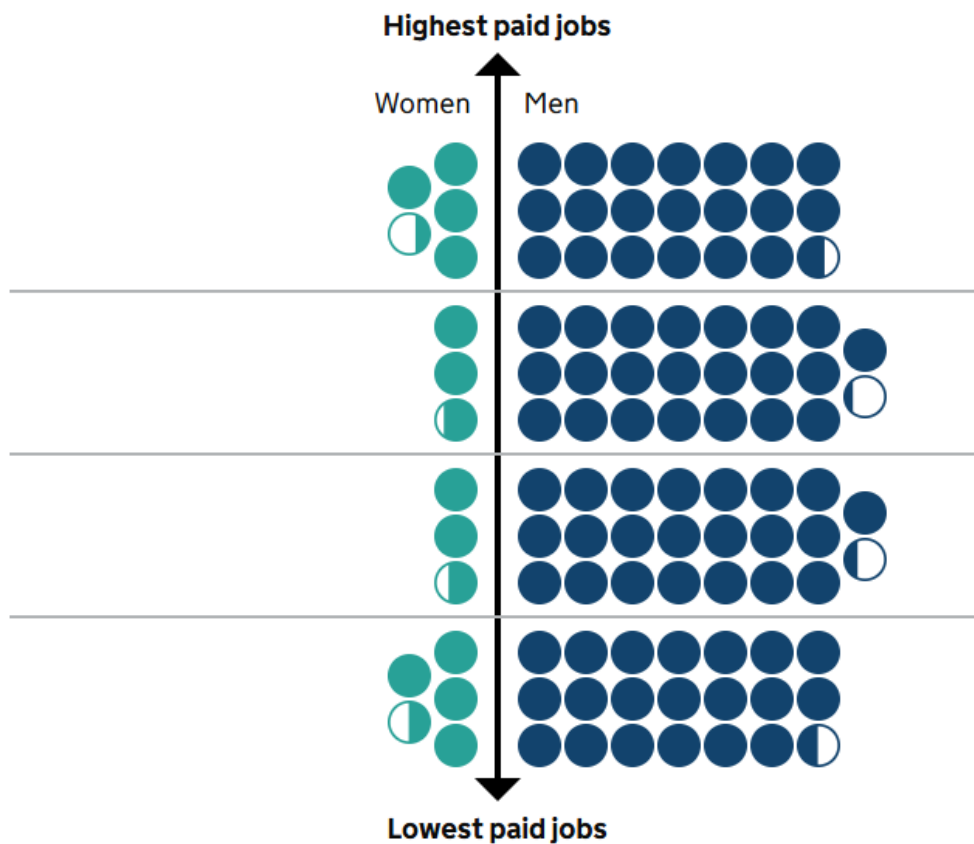
- women's mean (average) hourly pay was 0.2% higher than men's

3. Pay quarters

In this organisation, women made up:

- 17.4% of employees in the upper hourly pay quarter (highest paid jobs)
- 11.1% of employees in the upper middle hourly pay quarter
- 10.7% of employees in the lower middle hourly pay quarter
- 18.1% of employees in the lower hourly pay quarter (lowest paid jobs)

Show explanation for this visualisation



Each ● represents 1% of the employees in this organisation

4. Bonus pay

In this organisation:

- women's median bonus pay was 0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median bonus pay



- women's mean (average) bonus pay was 21.65% lower than men's
- 97.9% of women and 96.9% of men received bonus pay

5. About WEBASTO ROOF SYSTEMS LTD.

Registered address	Unit 7 Kingsbury Business Park, Kingsbury Road Minworth, Sutton Coldfield, West Midlands, B76 9DL
Sector	Manufacturing
Snapshot date	5 April 2025
Employee headcount	250 to 499 employees
Person responsible	Alison Lowe (Manager People & Organisation)