

Gender Pay Gap

REPORT 2018

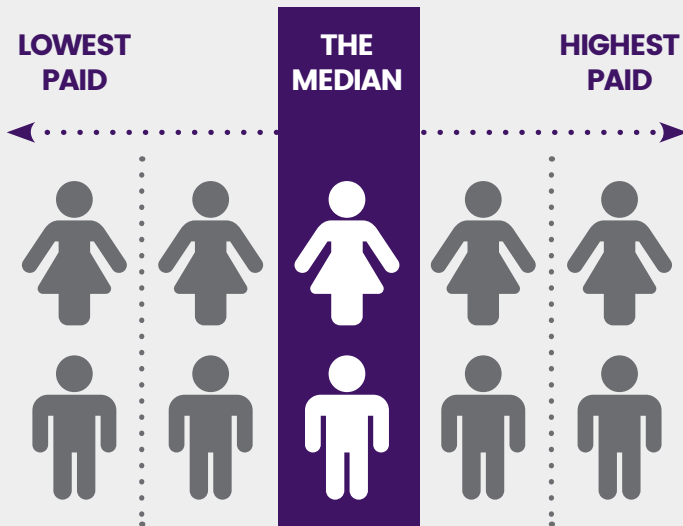
INTRODUCTION

One year on from our first published gender pay gap report and our commitment to providing opportunities to all regardless of their gender remains strong.

This report identifies our April 2017 to April 2018 results, alongside focus areas to support and promote ongoing gender equality in our business.

GENDER PAY EXPLAINED

Any results published as a negative value identifies females being paid more than males and any results published as positive values, identify males being paid more than females.



If all employees of a company formed a female line and a male line in order of pay, from highest to lowest, the **median** gender pay gap is the difference between the female in the middle of her line and the male in the middle of his line.

The **mean** gender pay gap compares the average pay between men and women in a company.

Because different roles pay varying amounts and there are a mixture of men and women carrying out differing roles, a **gender pay gap** can exist.

The section that follows covers 6 of our key gender pay metrics. The basis of our calculations remain the same year on year and provide a like for like comparison.

This is different to equal pay which is the difference between the pay of men and women in the same or similar roles.

Men and women may gravitate towards different roles in a business. Our goal is to ensure that staff have an equal opportunity to pursue the roles they want to, regardless of gender.

OUR RESULTS

Out of a total of **354 employees** included in this report, we have a gender balance of:

MALE EMPLOYEES



FEMALE EMPLOYEES



GENDER PAY GAP

25.45%

MEAN AVERAGE

25.90%

MEDIAN AVERAGE

GENDER BONUS GAP

55.88%

MEAN AVERAGE

50.88%

MEDIAN AVERAGE

Our average gender pay gap has reduced year-on-year and is now reflective of the IT & Tech sector as a whole at 25% (Mercer Consulting).



87%

RECEIVED BONUS

13%

DID NOT RECEIVE



88%

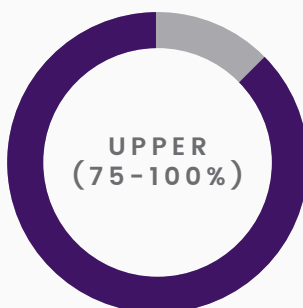
RECEIVED BONUS

12%

DID NOT RECEIVE

The proportion of males and females who receive a bonus is in broad alignment.

PAY QUARTILES

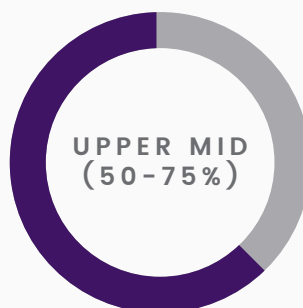


79%

MALE

21%

FEMALE

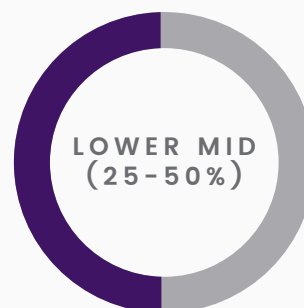


71%

MALE

29%

FEMALE

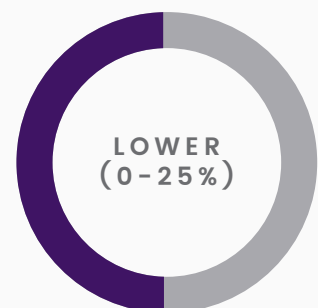


52%

MALE

48%

FEMALE



53%

MALE

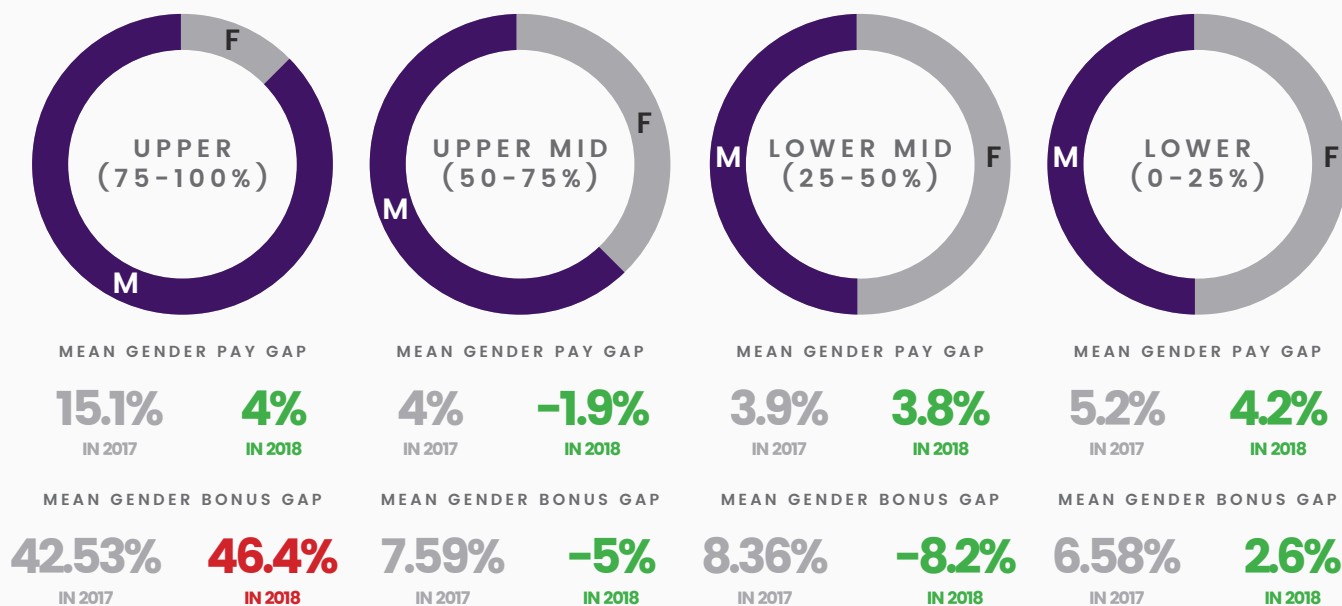
47%

FEMALE

Pay quartiles rank all staff according to overall remuneration. If each gender were to be equally proportionally represented, the split in each quartile would be 63% male and 37% female, reflecting our overall gender balance.

Within our upper quartiles, an imbalance in female representation continues to distort our results and this remains the principle driver of the pay and bonus pay gap within our business.

YEAR ON YEAR QUARTILE BREAKDOWN



Our results indicate that in general the gap between male and female mean pay and bonuses in each quartile has closed in 2018. Mean bonuses in the upper quartile continue to be significantly higher for males than females.

OUR ACTIONS TO DATE

To help ensure equal opportunities for all, we have focused our attention on four key areas:



Procedures & Processes

- Formalising and regularly reviewing our recruitment and remuneration processes, providing greater control and consistency.
- Regular and independent review of recruitment and promotion decisions to ensure no gender bias.



Communication

- Introduced multi-site workshops to bring together our employees so that we can share, discuss and be transparent about our gender pay results.
- Employees provided with greater opportunity to share ideas for improvement to close our gap.
- Launched our first global engagement survey to better understand how our employees feel about working for our group and how we can improve.



Development

- Encouraged and supported greater female presence on our leadership and winning mindset development course.
- Encouraged and supported female participation in completion of an AVIXA accredited training course.



Flexibility & Support

Supporting our returning mums and general improvements to flexibility. We are proud to report that:

- 72% of employees taking maternity leave return to work.
- 80% of the returners do so under a new arrangement, in line with flexible working requests.
- 50% of these employees return to their same job but under differing terms.
- 89% of our maternity related flexible working requests were approved.

We understand and see the value in diversity and inclusion. The culture we promote provides opportunity for all regardless of personal characteristics, and through our values we will continuously reinforce respect and fairness for all.

OUR CONTINUED JOURNEY

To ensure a continued fair opportunity for all, we will continue to focus on the following areas:

Talent Attraction

- Regularly assessing and reviewing our recruitment processes and policies to ensure they remain fair for all.
- Encouraging a healthy balance of applications and shortlists from both genders.
- Considering structuring new positions to encourage and support females into senior roles (upper and upper middle quartiles), particularly where they balance the challenges of career aspirations and life choices.
- Continuing our growing partnerships and relationships with local schools and colleges, including work experience programmes that offer opportunities and experiences across all sectors in our business.

Communication

- Sharing our annual gender pay gap results and actions with our workforce, to support understanding why a gap exists and what actions we are being taken to ensure equal opportunity for all.
- Continuing to hold forums and open discussions with our returning mums and part time staff, to hear their views and seek their suggestions on how we can improve.
- Operating an improved and inclusive communication channel with staff on maternity leave so they feel better informed.
- Driving our culture of diversity and inclusion through the engagement survey results, working with a team of global champions to deliver the required improvements.

Talent Nurturing

- Regularly assessing and reviewing our remuneration processes and policies, ensuring they remain fair for all.
- Expanding learning and development programmes to include confidence building and effective negotiation skills, so that we continue to enhance the key business skills and knowledge, which are necessary for career development.
- Upskilling our leaders and managers in delivering and maintaining a diverse and inclusive environment within our business.
- Supporting talent into senior roles (upper and upper middle quartiles) through greater flexibility wherever possible.
- Mentoring programmes which encourage females and males in the upper and upper middle quartiles to share their experiences to support the next generation of employees into promoted roles.
- Encouraging more females into technical / product type training to help bridge the gap of female representation in these role types across the industry.
- Continued transparency to promotion and pay processes.
- Providing greater visibility on career paths, succession planning and learning opportunities in our business.

DECLARATION

This Gender Pay statement was approved by the Group Managing Director, UK & Ireland Managing Director and Group Head of HR.



Stephen Fenby,
Group Managing Director
Midwich Ltd,
March 2019



Mark Lowe,
Managing Director
Midwich Ltd,
March 2019



Carla Shipp,
Group Head of HR
Midwich Ltd,
March 2019