

midwich

# Gender Pay Gap



REPORT 2020

## INTRODUCTION

This is our third published report since the Gender Pay Reporting requirements were first introduced in 2017, as part of the Equality Act 2010.

In this report we focus on April 2019 to April 2020 results and offer insights into what we have been concentrating on and how we continue to work on improving our gap.

We are passionate about technology but we are equally passionate about our team and ensuring that we have a positive impact on society. Attracting, retaining and developing the very best, diverse talent is what sets us apart.

We have taken huge steps forward in nurturing a culture underpinned by our values of fairness, empathy, respect and inclusion but the journey does not end here. We are committed to continuing to promote long-term, positive change.

## HIGHLIGHTS AND INSIGHTS



We have sustained a reduced mean and median hourly pay gap, and mean bonus gap compared to our 2017 position.



More women are earning bonuses than before. Over 90% of female employees are receiving bonus awards; a steady increase from 86% in 2017.



There has been a notable and sustained improvement in female representation in the upper-mid pay quartiles (41% vs 33% in 2017).

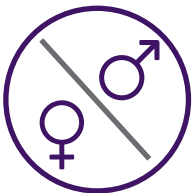
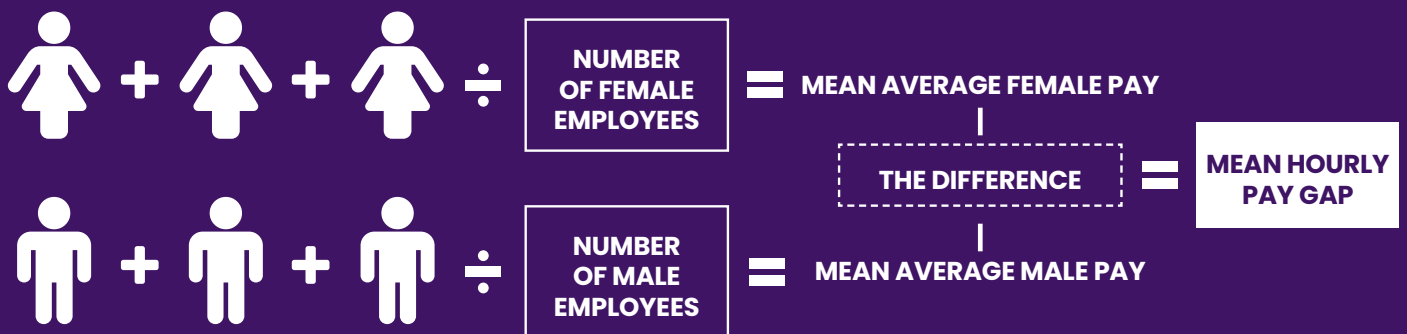
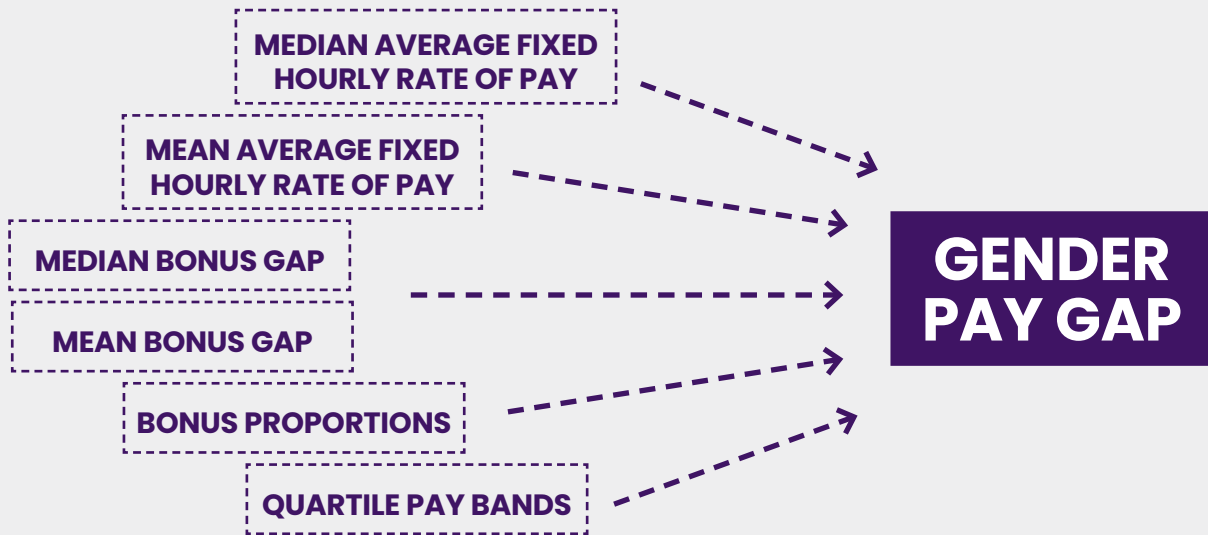


We are proud to report a 20% improvement in our diversity & inclusion score via our staff engagement survey (2020).

Our philosophy continues to be driven by one of our core values, 'fairness'. This remains strong and forms a major part of our commitment for all decision making within our business – a commitment to provide opportunities to all, regardless of gender.

## PAY METRICS AND CALCULATIONS

We place emphasis on the ability to compare our gender pay gap position consistently year on year, so we have applied the same 6 key gender pay metrics as seen in our previous reports.



### GENDER PAY GAP

The gender pay gap measures the **average** total pay of all males in the organisation and compares it to the **average** total pay of all females at a particular point in time. The gender pay gap is different to **Equal Pay**.



### EQUAL PAY

**Equal Pay** is about testing whether a man and a woman are receiving equal pay for the same or similar work.

## OUR RESULTS

Out of a total of **364 employees** included in this report, we have a gender balance of:

### MALE EMPLOYEES

 **215 (59%)**

(vs 61% in 2019)

### FEMALE EMPLOYEES

 **149 (41%)**

(vs 39% in 2019)

### OUR GENDER PAY GAP

**27.51%**

MEAN AVERAGE

**27.05%**

MEDIAN AVERAGE

### OUR GENDER BONUS GAP

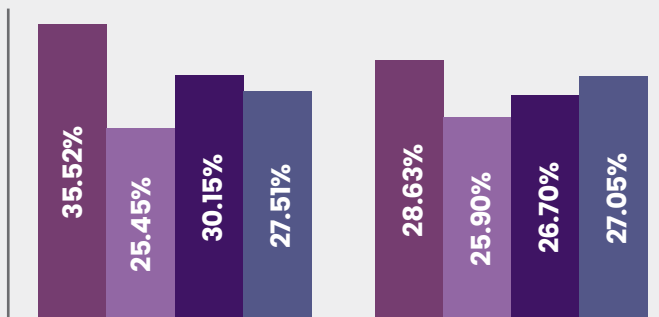
**49.55%**

MEAN AVERAGE

**57.34%**

MEDIAN AVERAGE

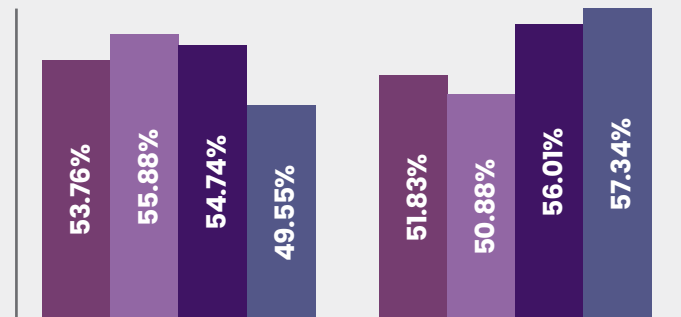
### MEAN AND MEDIAN HOURLY PAY GAPS 2017-2020



MEAN HOURLY PAY GAP

MEDIAN HOURLY PAY GAP

### MEAN AND MEDIAN BONUS PAY GAPS 2017-2020



MEAN BONUS PAY GAP

MEDIAN BONUS PAY GAP

 2017  2018  2019  2020

Our median average gender pay gap closely mirrors the overall gender pay gap in high-tech companies, where males earn **25%** more than females, compared to the gap in the UK overall of **18%** (Mercer).

## BONUS AWARDS 2019/2020



**87.44%**

RECEIVED BONUS

**12.56%**

DID NOT RECEIVE



**89.26%**

RECEIVED BONUS

**10.74%**

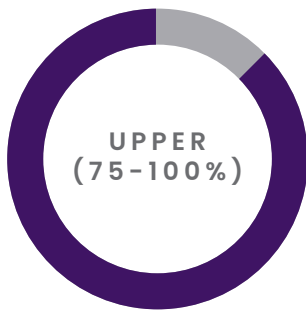
DID NOT RECEIVE

The proportion of males and females receiving a bonus is **broadly aligned**.

For the third year running, **more females** received a bonus over their male colleagues.

**Bonus awards to female employees have increased 5%.**

## PAY QUARTILES

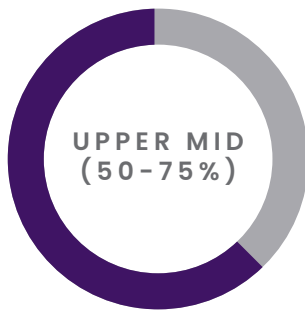


**84%**

MALE

**16%**

FEMALE

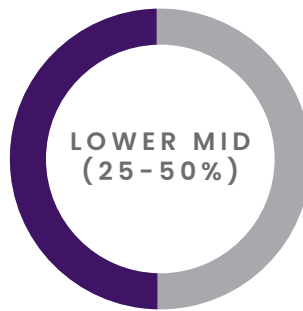


**59%**

MALE

**41%**

FEMALE



**49%**

MALE

**51%**

FEMALE



**48%**

MALE

**52%**

FEMALE

There has been an **improvement in females enjoying more senior positions** within Midwich. Women now represent **41%** of our people in the upper-mid quartile vs **33%** in 2017.

Lower female representation exists within our upper quartile and remains the principle reason for any gender pay and gender bonus pay disparity within our business. We are committed to improving on this position and see that more female representation in the upper-mid quartile is a stepping stone towards this.

## WHAT'S NEXT?

We're proud to know that our employees feel more positively engaged when it comes to D&I within our business. We acknowledge that the industry we work within, brings its own challenges with enticing female talent and we will continue to work hard to provide the best employee experience at all stages of the employment lifecycle.

### Our focus and commitment on employee experience will include:

- Identifying new channels to attract diverse talent.
- Enhanced flexible working strategy, delivering greater flexibility & agile working; creating new opportunities for all.
- Further enhancing our diversity & inclusion and corporate social responsibility policies.
- Continued training including leadership pathways to encourage more women into technical and leadership roles.
- Internal training and awareness campaigns focused on diversity, inclusion and fairness.
- Our pay gap is driven by a lack of female representation in our upper pay quartiles. We are committed to redressing this imbalance and will continue to create fair and equitable leadership pathways for female employees.



## CLOSING THOUGHTS

This report highlights a number of encouraging signs that the steps we have taken in reducing our Gender Pay and Gender Bonus Gap has had a positive impact.

Our people make the difference and we are committed to ensuring, fairness, empathy, respect, diversity and inclusion across our business.

## DECLARATION

This Gender Pay statement was approved by our Group Managing Director, our Midwich Limited Managing Director and our HR Manager (UK & Ireland).

A handwritten signature in dark purple ink that reads "Stephen B. Fenby".

**Stephen Fenby,**  
Group Managing Director  
Midwich Ltd,  
March 2021

A handwritten signature in dark purple ink that reads "Mark Lowe".

**Mark Lowe,**  
Managing Director  
Midwich Ltd,  
March 2021

A handwritten signature in dark purple ink that reads "Lesa Orford".

**Lesa Orford,**  
HR Manager (UK & Ireland)  
Midwich Ltd,  
March 2021