

## Gender Pay Gap Report 2017

### Introduction

This report details the gender pay gap reporting requirements covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees to publish information on their gender pay gap.

Epta UK is composed of two legal entities, Epta George Barker Ltd and Epta Cold Service Ltd. Under the regulations this report is for Epta George Barker Ltd only, as at the specified snapshot date of 5<sup>th</sup> April 2017, Epta Cold Service Ltd had fewer than 250 employees. The internal business transfer of a number of employees, which was completed in February 2018, has resulted in two legal entities, which are required to report under the regulations for 2018.

Notwithstanding the above, a separate internal report covering Epta George Barker Ltd, Epta Cold Service Ltd and Epta UK will be available on the Epta UK website.

### Reporting requirements

The regulations require reporting on pay and bonuses as follows:

- Mean (average) gross hourly rate of pay
- Median gross hourly rate of pay
- Proportion of male/female in hourly rate of pay quartiles (four bands)
- Mean bonus pay
- Median bonus pay
- Proportion of male/female in receipt of bonuses, in the 12 months before the snapshot date

The additional sheet shows all the results in a simple format

### Accuracy statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.



David Wormald

HR Director – Epta UK

## **Our key findings**

**Pay** - The mean pay gap is **17.7%**; the median is **12.5%**.

At the time of the snapshot Epta George Barker Ltd (Registered No: 00726533) comprised of three roughly equal business populations; an industrial facility, field service/installation/contracting engineers and an office population acting in support.

Our key findings which explain the gap are related to gender distribution across roles and job levels. We have pay structures in place in factory, field and office, which ensure that roles at equivalent levels are paid equally, irrespective of gender. The analysis shows that;

- Males make up the majority of the workforce
- There are a higher proportion of males in technical roles (e.g. field engineers) which are typically higher paid.
- There are a higher proportion of females in the functional support roles, which are typically lower paid than technical occupations.
- The majority of senior management roles are held by males. These higher paying roles also attract higher levels of bonus and incentive schemes.

**Pay quartiles** - The gender balance male / female is **87.8% / 12.2%**

The gender balance within the first quartile, **96.7% / 3.3%**, is reflective of the technical nature of the business and the subsequent effect of a high proportion of males in the senior levels of the organisation. The gender balance within the second quartile, **84.6% / 15.4%**, could be indicative of a business in transition as a greater proportion of junior and middle manager positions are held by females compared to the population as a whole.

**Bonus** - The mean bonus gap is **-2.9%**; the median is **-728.7%**.

There are a number of bonus arrangements in place across the business, locally derived and also Epta Group in origin. These bonus plans are applied consistently across the business with eligibility to participate linked specifically to the role in question ensuring the application of the bonus is free from gender bias. The payment of a modest bonus to factory employees in the 12 months prior to the snapshot date has the effect of reducing the mean average for males to less than that of females, as the factory population are almost exclusively male. The mean bonus gap of -2.9% is because the average payment to females is above that of males. Additionally -728.7% means that the median bonus payment for females is 7 times that of males.

## **Addressing the gap**

Reasons behind the gender pay gap are complex. We are confident that our gender pay gap does not reflect an equal pay issue, it is a result of the predominant types of roles males and females are doing in our business. This is consistent with industry peers and across the UK economy as a whole. We are committed to diversity and equality in areas that we can control as a business and will continue to strive to address the gaps by ensuring policies, practices and processes are fair and free from bias.

This includes pay practices, which ensure males and females are paid equally for the same job; job evaluation and pay benchmarking; and recruitment practices that have gender neutral attraction and selection processes, aimed at recruiting and retaining the best people for the job.

In addition, while not directly associated with addressing the gender pay gap, we have a number of actions which aim to encourage a diverse, balanced workforce e.g. flexible working policies, links with local education establishments and gender neutral apprentice recruitment.

**David Wormald**

Employees at snapshot date:

362

Gender balance:



Male

87.8%



Female

12.2%

Base Pay:

	% gap
Mean	17.7%
Median	12.5%

Quartiles	Male	Female
1st quartile (upper)	96.7%	3.3%
2nd quartile	84.6%	15.4%
3rd quartile	80.0%	20.0%
4th quartile (lower)	90.1%	9.9%

Bonus:

	% gap
Mean	-2.9%
Median	-728.7%

% in receipt of bonus

