

Gender Pay Gap Report 2020

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, we provide data for Epta Cold Service Ltd, as on the specified snapshot date of 5th April 2020, the company had more than 250 employees. We provide data for Epta George Barker Ltd on the snapshot date voluntarily as good practice.

This report covers the key findings for Epta George Barker Ltd and Epta Cold Service Ltd.

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 bonus, in the 12 months before the snapshot date

Accuracy statement

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

David Wormald
HR Director – Epta UK

Our key findings

Pay – Mean pay gap in Epta George Barker is **7.5%**; the median is **-8.9%**
Mean pay gap in Epta Cold Service is **38.0%**; the median is **43.4%**

At the time of the snapshot Epta UK is comprised of several business populations. Field service / contracting engineers and their support functions are the constituents of Epta Cold Service. Epta George Barker has an industrial population, installation engineers and departments 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 the 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 (e.g. service deployment) which are typically lower paid than technical occupations.
- These 2 factors above account for the mean and median pay gap in Epta Cold Service.
- The majority of senior management roles are held by males and many of these roles are fed from more junior technical roles which are predominantly held by males in the industry. These higher paying roles also attract higher levels of bonus and incentive schemes.
- The mean pay gap in Epta George Barker is influenced by the above factor but has fallen slightly from the previous year (7.6%) and shows positive for females when expressed as a median average.

Pay quartiles – Gender balance m/f is **88.0% / 12.0%** in Epta George Barker
Gender balance m/f is **85.4% / 14.6%** in Epta Cold Service

The gender balance within all quartiles for George Barker is relatively consistent with the gender balance for the company as a whole, with the exception of the second quartile where the number of females is higher, **84.5% / 15.5%**. The gender balance within the second quartile could be indicative of a business in transition as a greater proportion of junior and middle manager positions are held by females compared to George Barker as a whole. The number of females in the first quartile is below average at **10.3%**. The data 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 pay quartiles in Cold Service are reflective of the ratios of males and females employed as engineers and in functional support roles. In Cold Service over 60% of females are employed in these roles.

Bonus – Mean bonus gap in Epta George Barker is **50.2%**; the median is **32.3%**
Mean bonus gap in Epta Cold Service is **-1.2%**; the median is **-13.2%**

There are several 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 that the application of the bonus is free from gender bias. The bonus gap in George Barker is reflective of the higher number of senior roles and the number of males in those senior roles. In Cold Service where there are fewer senior roles, mean and median bonuses for females are higher than for males. Bonuses evaluated as a percentage of base pay show a close alignment between males and females.

Addressing the gap

The 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, e.g. field engineers are almost exclusively male. This is consistent with industry peers and across the UK economy as a whole. We are committed to diversity and equality throughout the business and we 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. A broad programme of Equality and Diversity training has been developed and has been rolled through all the management population.

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:

233

GB

Gender balance:



Base Pay:

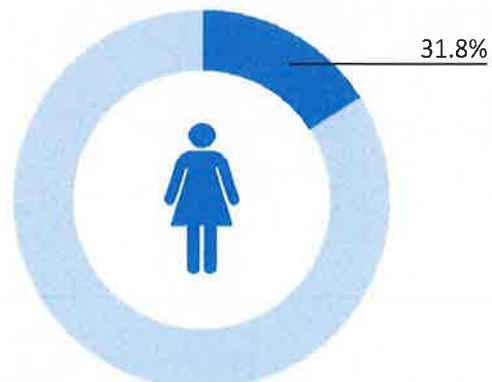
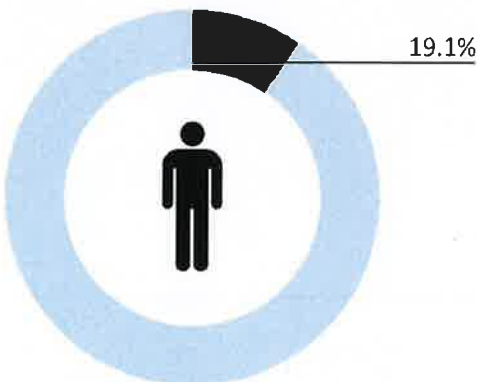
	% gap
Mean	7.5%
Median	-8.9%

Quartiles	Male	Female
1st quartile (upper)	89.7%	10.3%
2nd quartile	84.5%	15.5%
3rd quartile	89.7%	10.3%
4th quartile (lower)	88.1%	11.9%

Bonus:

	% gap
Mean	50.2%
Median	32.3%

% in receipt of bonus



Employees at snapshot date:

342

CS

Gender balance:



Male

85.4%



Female

14.6%

Base Pay:

	% gap
Mean	38.0%
Median	43.4%

Quartiles	Male	Female
1st quartile (upper)	96.5%	3.5%
2nd quartile	97.7%	2.3%
3rd quartile	94.2%	5.8%
4th quartile (lower)	53.0%	47.0%

Bonus:

	% gap
Mean	-1.2%
Median	-13.2%

% in receipt of bonus

