



GENDER PAY GAP STATEMENT

On the snapshot date of 5th April 2023 we had 340 employees of which 91 females and 249 males.

Mean Pay Gap – The mean gender pay gap between male and female employees increased by 1.2% to 3.2%

Median Pay Gap - The median gender pay gap between male and female employees reduced by 2.17 to 9.39%

Quartiles

Quartile	Number of Males	Male %	Number of Females	Female %	Salary Range
Lower Quartile	54	63.5%	31	36.5%	£9.18 TO £ 10.61
Lower Mid Quartile	62	72.9%	23	27.1%	£10.65 TO £12.24
Upper Mid Quartile	72	84.7%	13	15.3%	£12.24 TO £14.97
Upper Quartile	61	71.8%	24	28.2%	£14.97 TO £69.23

The Overall Quartile

Male 73.2%
 Female 26.8%

Statement

In the upper mid quartile the majority of employees are made up of male field based engineers who are required to attend on call rotas.

Engineers receive an on call allowance and receive on call payment when called out. Therefore, during the snap shot date the calculation has included the on call payments as per the requirement of the Gender Pay Gap reporting procedure.

We continue to try and promote the recruitment of female engineers to address this matter.

In the upper quartile we continue to address female employees in this area by way of training, developing and coaching with the appointment of females into middle and senior management positions.

A handwritten signature in black ink, appearing to read "Leek". The signature is written in a cursive style with a large, prominent initial "L".

Jason Leek
Chief Executive Officer