



# Gender Pay Gap Report 2016 – 2017

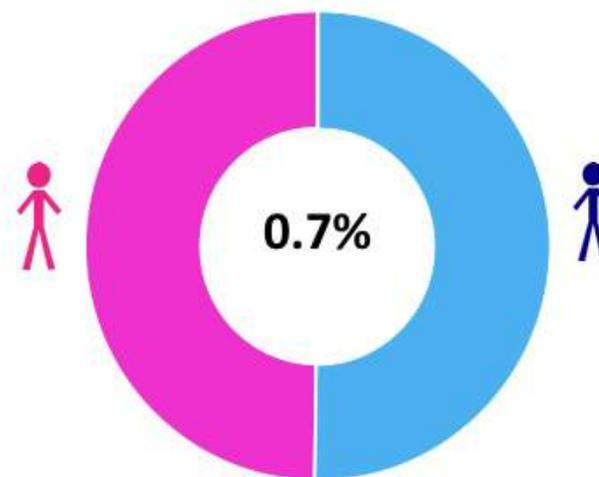
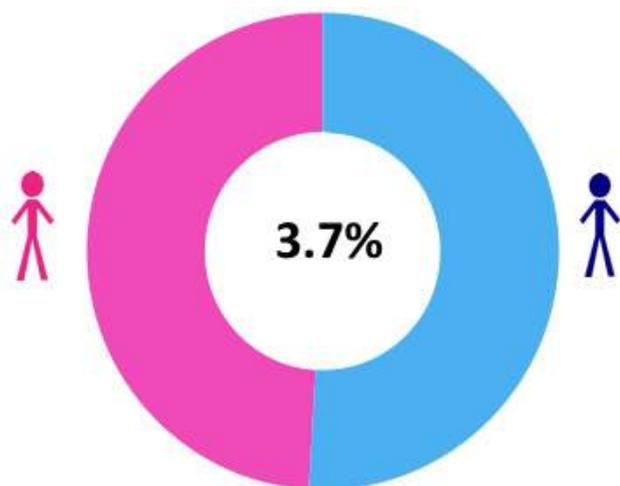
Comex 2000 (UK) Limited

# Introduction

- Comex 2000 (UK) Ltd has carried out a gender pay gap review and is publishing the report in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
- The gender pay gap differs from equal pay:
  - Equal pay deals with the pay differences between **men and women who carry out the same jobs, similar jobs or work of equal value.**
  - The gender pay gap shows the differences in the **average pay between men and women.**
- We are committed to the principles of equal opportunities and equal treatment for all employees as well as sustaining a diverse workforce to enrich our company.
- We are working towards a policy of paying employees fairly and equally for the same or equivalent work through evaluating our pay grades and ensuring a fair structure on an ongoing basis.

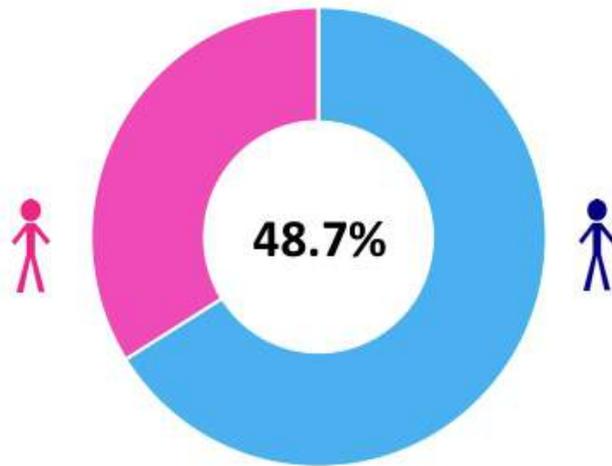
# Our Results – mean and median gender pay gap

- Mean gender pay gap - This shows the percentage difference in the hourly rate of pay between male and female employees
- Median gender pay gap – This shows the difference in the ‘mid point’ hourly rate of pay between male and female employees

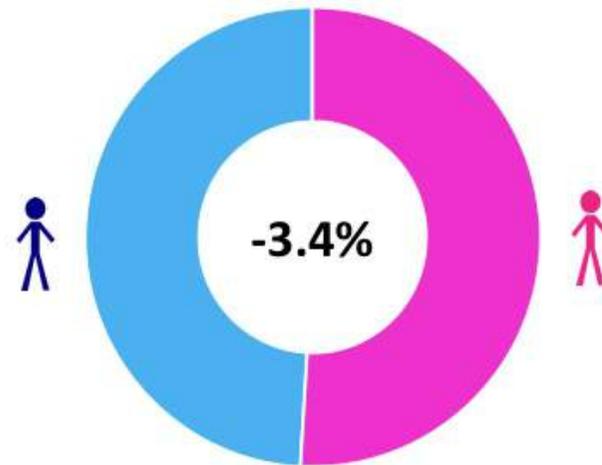


# Our Results – mean and median bonus gender pay gap

- Mean bonus gender pay gap - This shows the percentage difference in the bonus pay between male and female employees
- Median gender pay gap – This shows the difference in the ‘mid point’ bonus pay between male and female employees



The proportion of male employees receiving a bonus  = 65%



The proportion of female employees receiving a bonus  = 79.1%

# Pay quartiles by gender

Pay quartiles by gender			
Band	Males	Females	Description
Lower Quartile	94.2%	5.8%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle Quartile	92.3%	7.7%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile	93.5%	6.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper Quartile	93.5%	6.5%	Includes all employees whose standard hourly rate places them above the upper quartile

# What is the data telling us?

- On average, the males working in Comex 2000 have a hourly rate of pay which is 3.7% higher than females
- However the mid point difference in the hourly rate of pay is almost neutral with just a 0.7% differential
- The average bonus paid to males (over a 12 month period) is 48.7% higher compared to females. In value terms the difference is:
  - Males mean bonus – £1,507
  - Female mean bonus - £773
- The majority of employees, who are eligible for a bonus, are predominantly male and work as engineers. There are a number of bonus schemes in place for engineers e.g. Refer A Friend (to client services), Engineer of the Month, NPS etc which back office, predominantly female employees do not have access to.
- However, in comparison, the mid point bonus value (over a 12 month period) is slightly more favourable for females, -3.4%, in value terms this difference is:
  - Males mid point bonus – £740
  - Female mid point bonus - £765
- The percentage of men receiving a bonus payment (which is 65.1%) is lower than females (which is 79.1%)

# How do we compare?

Comparison with other organisations			
	Comex 2000 (UK) Ltd	2017 ONS ASHE whole sector	2017 ONS ASHE Telecommunications sector
Mean gender pay gap	3.7%	17.4%	16.1%
Median gender pay gap	0.7%	18.4%	15.9%

- The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that our gap compares favourably with that of other organisations, including those within our industry.
- The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4% while in the Telecoms sector it is 16.1%. Our mean gender pay gap, at 3.7%, is significantly lower than both that for the whole economy and that for our sector.
- The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4% while in our sector it is 15.9%. At 0.7%, our median gender pay gap is significantly lower than both that for the whole economy and for our sector.
- The above indicates that we are not paying men and women differently for the same or equivalent roles rather that our gender pay gap exists due to the roles that men and women are performing within the company and the salaries that those roles attract.

# Next Steps

## **What do we think are the main causes for the gender pay gap in Comex?**

- Our workforce of 668, (for the period under review April 2016- April 2017) was a split of 625 males and 43 females. Of the 43 females only 2.3% worked in engineering roles and the remaining worked in back office administration support.
- There is an under-representation of women in management roles and in more highly paid areas, especially operational management and technical engineering roles. Of the 43 females only 13.9% of them are part of the management tier.

## **Taking action to close the gap**

- The engineering and telecommunications sector faces a huge shared challenge to inspire more girls to study STEM subjects and develop careers into technical skilled roles, which tend to be more highly paid. Only 9% of UK engineers are women and only 4% of engineering apprentices are females.

## Action Plans

- To reduce our gender imbalances we will continue to focus on gender equality and embed this into our employment practices. We will identify and introduce smarter ways to attract, retain and develop female employees, working closer with external organisations like STEM Exchange.
- Work with the Executive Management Team to help steer and lead on equality practices, providing learning and training where necessary.
- Develop a company wide inclusive bonus scheme.

***“I am delighted that our Gender Pay Gap Report reflects in numbers our culture that we treat our employees equally.***

***Our Executive Management Team continue to drive and embed equality and fairness for all.***

***We know it will take a long-term commitment to significantly change the make-up of our workforce, and will continue to encourage women to apply for positions with Comex 2000 that might not have been considered an option in the past”.***

This report and statement was approved by Mark Philby, Managing Director on 28<sup>th</sup> March 2018.

