



2nd Annual Gender Pay Gap Report 2017 – 2018

in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

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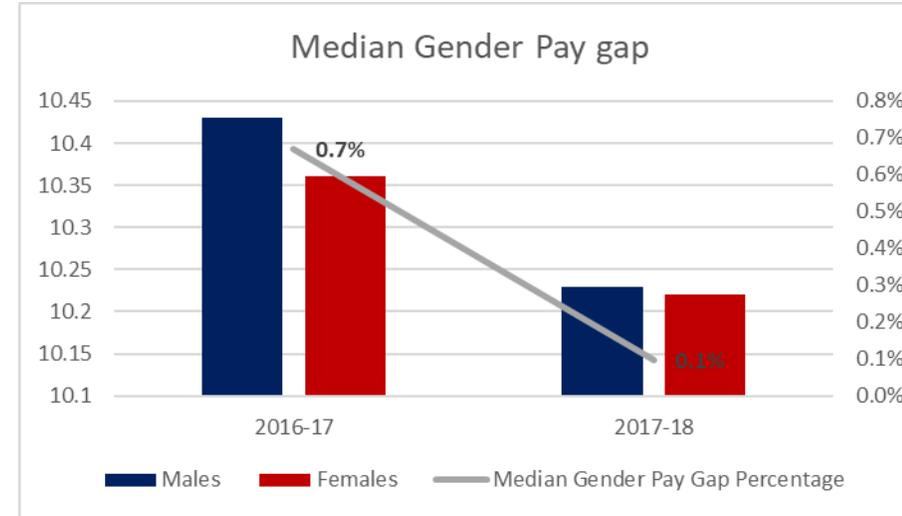
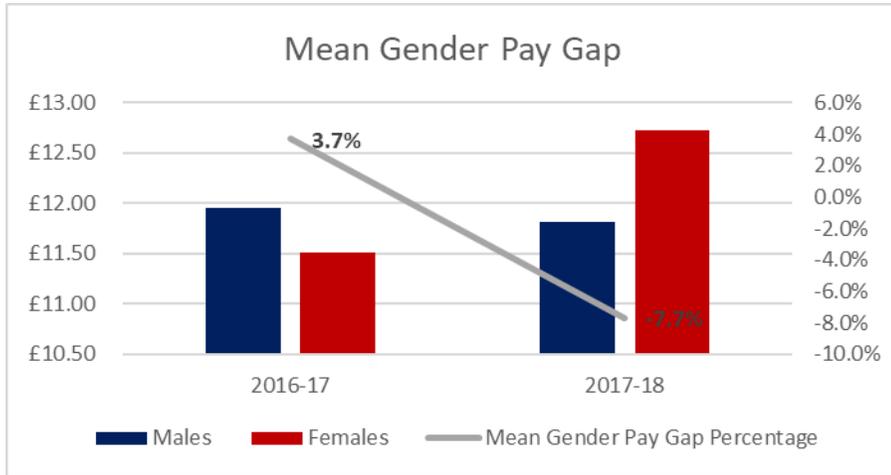
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Mean and Median Gender Pay Gap



The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in a company. This is different from ‘equal pay’, i.e. the pay men and women receive who carry out the same or similar jobs.

The UK National mean pay gap is 17.8%. Our mean average of -7.7% shows a rise in the female hourly average rate of pay from £11.51 to £12.72.

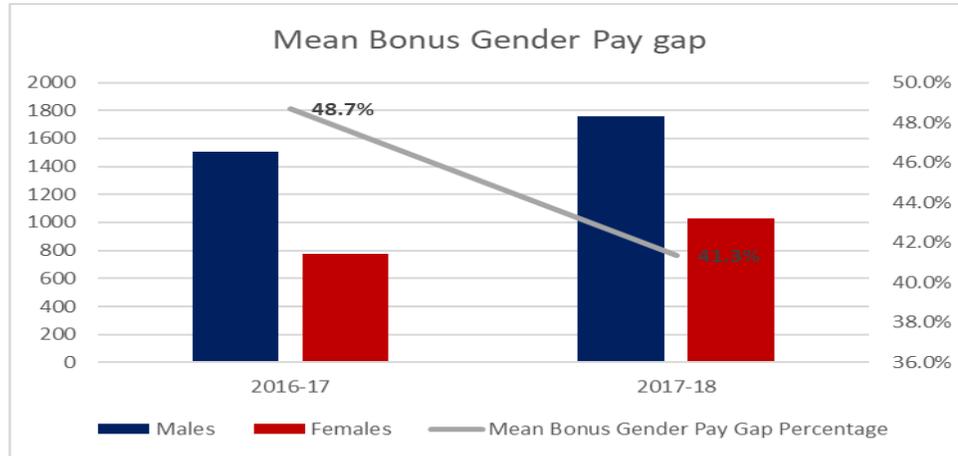
The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men’s earnings.

The median (mid point) definition - If all company employees were lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle man.

The National median pay gap is 18.4%. Our median score indicates that our gap has reduced by 0.6% since 2016-17 to 0.1% in 2017/18.

Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap will exist, although it is very low in our case.

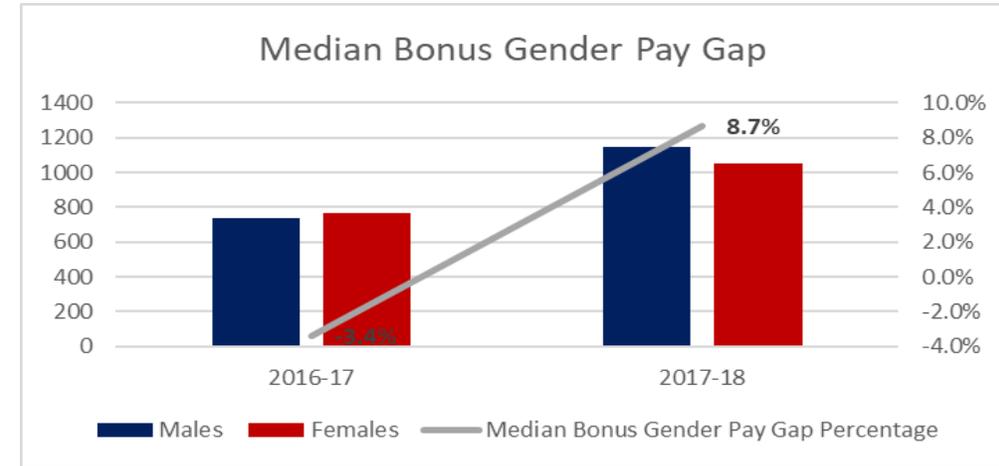
Mean and Median Bonus Gender Pay Gap



The mean bonus percentage has decreased by almost 10% since the last report. This is a positive decrease, however we still need to work further to reduce the gap of the bonus payments between males and females.

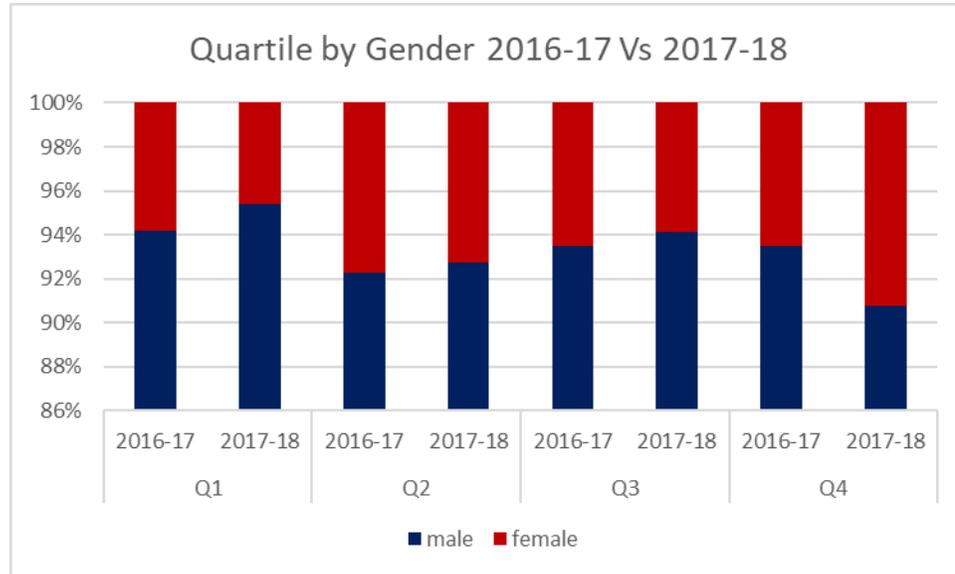
The gap exists due to bonus schemes that remain out of scope for females and because we have a small percentage of females in these roles. In value terms the average bonus payment was:

Male - £1,757
 Female - £1,030

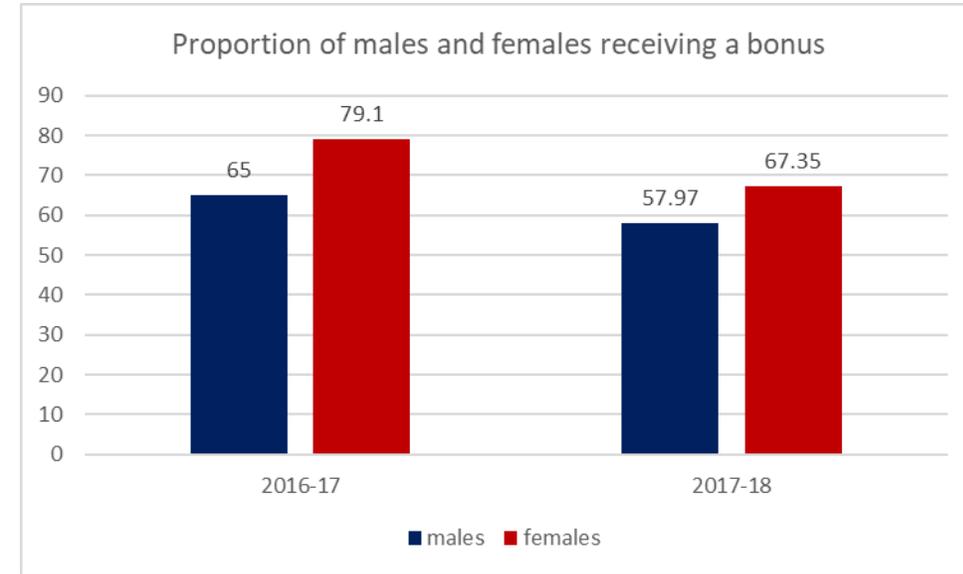


Although the median bonus percentage amount was slightly higher for males compared to females, in value terms the mid point payment difference was £100.

Pay Quartiles and Bonus splits by Gender



The number of females has increased in the upper quartiles, specifically in Q4 where the percentage of women has increased from 6.5% to 9%, correlating to the increased average hourly rate.



The percentage gap between both male and females who receive a bonus has reduced over the last year. Partly due to the increase in roles where more females are becoming eligible for bonuses.

A review of the year



The number of female employees has increased by 14% since 2016-17.



The mean and median pay terms in 2017-18 saw a positive change in the average pay for females working with Comex2000. More females were recruited both externally and internally into roles that attracted higher salaries.



The bonus terms during the reporting period has supports the reduction in the gap between the average payments for both male and females. The amounts will continue to be reviewed to reduce the gap further.

Action Plans

- Our strategy embraces the diversity we wish to build with the recruitment of females and ex-military personnel into the industry.
- We continue to review our bonus terms.
- We will continue to improve the recruitment and selection process through the use of a gender decoder to help improve our adverts and remove any discouraging words.
- We are working closely with Women into Construction to plan and support us with female placement opportunities in our company.
- We will be partnering with Women in Cable Telecommunications and supporting our female employees internally to build networks and enhance their professional careers.
- We will look to develop training around managing unconscious bias during recruitment.
- We have undertaken a recent engagement survey and will look to review the findings for the company to be a more attractive workplace for females.

Executive statement

“In reviewing our second Gender Pay Gap Report, I am pleased to see a -7.1% mean gender pay gap in favour of women, and a 0.1% median gap.

The main reason for the negative mean gap this year is due to the strategy of recruiting women in more significant roles within the business.

We believe that this will greatly help develop our culture to be equal and fair for all.

Work still needs to be done to address the bonus gaps which is well under way.

With the Action Plans in place our Executive Management Team continue to reinforce that Comex2000 is a place where women can succeed equally”.

Mark Philby, Managing Director

This report and statement was approved by Mark Philby.