



Annual Gender Pay Gap Report 2020

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

Contents

Slide 2 - Introduction

Slide 3 - Mean and Median Gender Pay Gap

Slide 4 - Mean and Median Bonus Pay Gap

Slide 5 – Gender Splits per Quartile

Slide 6 – Hourly Pay Quartiles and Bonus Splits by Gender

Slide 7 – A review of the year

Slide 8 – Actions to close the gap

Slide 9 – Executive Statement

Introduction

This report looks at the difference in the average earnings of men and women in our company.

The report represents all employees who were employed by Comex 2000 UK Limited on the snapshot date of 5 of April 2020.

We use percentages to illustrate the gap between men and women's pay. A positive percentage indicates that men are paid more than women. A negative percentage indicates that women are paid more than men.

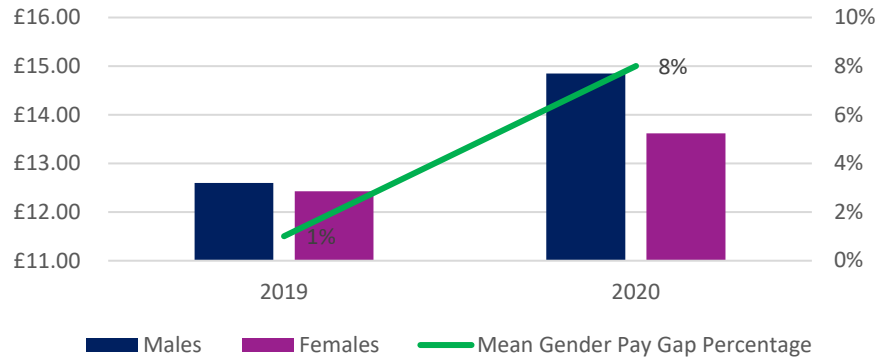
The data for 2020 shows a headcount of 527 on the snapshot date, split as 88% men and 12% women (2019: 775 heads with 93% men vs 7% women).

Following the Covid-19 impact and the exclusion of furlough employees (as required in the guidance), meant that both the mean and median pay rates were adversely impacted, with almost 16% of our female workforce being on furlough at the snap shot date.

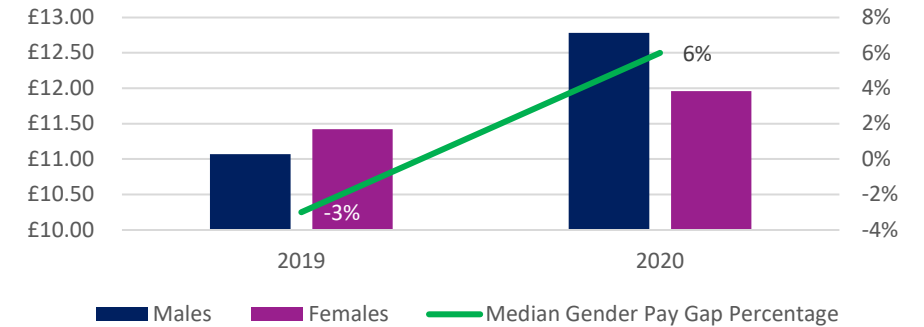
Mean and Median Gender Pay Gap



Mean Gender Pay Gap



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 14.6%. Our mean gap for the snapshot date of 5 April 2020 is 8%. Although this still remains below the national percentage there has been an increase in the pay gap of 7% from the previous year.

On average, males and females earn an hourly rate of £14.85 and £13.62, respectively. The average pay rates have increased from £12.60 and £12.43 from 2019.

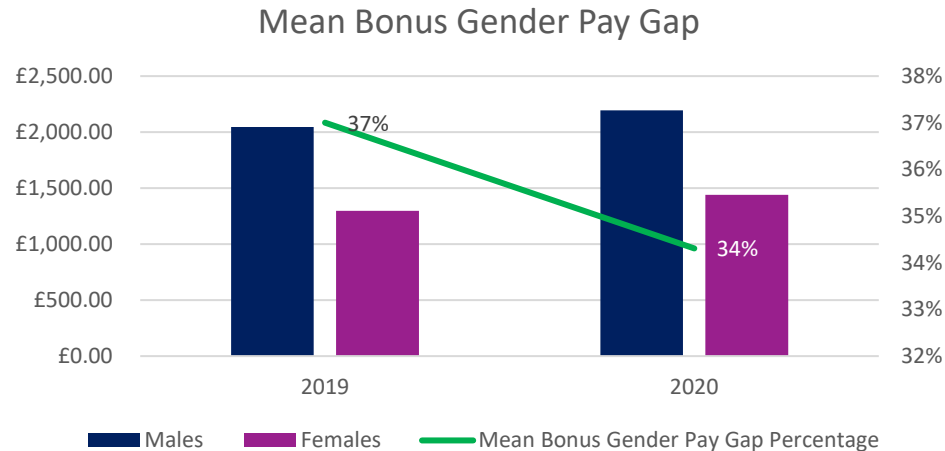
The median (mid point) definition - If all company employees were lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle man.

The UK National median pay gap is 15.5%. Our median gap is 6%.

Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap will exist, although it still remains well below the UK National percentage.

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.

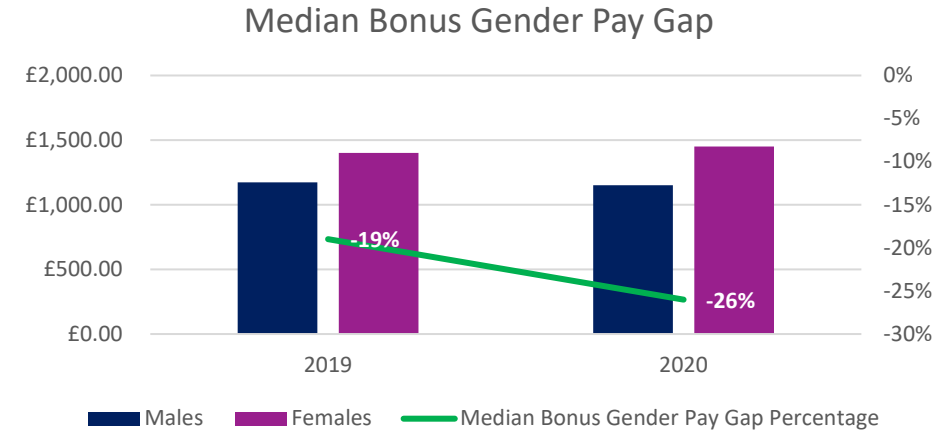
Mean and Median Bonus Gender Pay Gap



The mean bonus percentage has decreased by almost 15% since reporting started in 2017. 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. Bonus schemes are mainly associated with operational roles which are dominated by men.

In value terms the average bonus payment in 2020 was:
 Male - £2,195
 Female - £1,442



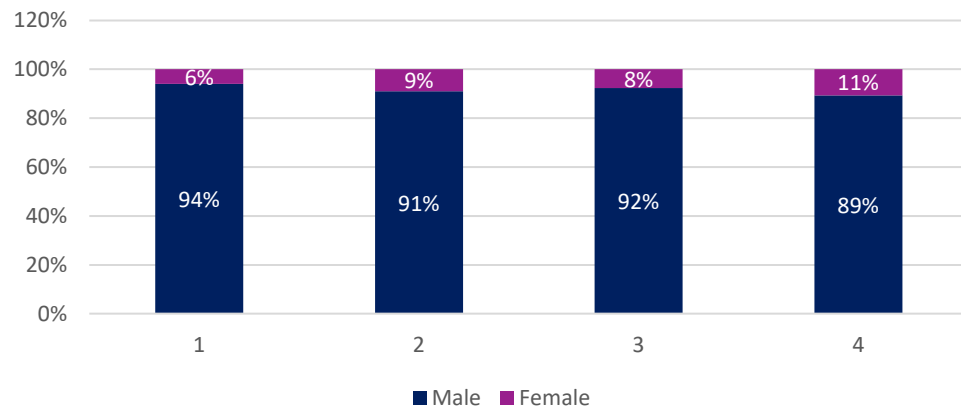
We have decreased our mid-point gap year on year since 2018, with the gap sitting at 26% for 2020.

In values terms the payments were:
 Males mid-point bonus - £1,150
 Females mid-point bonus - £1,450.

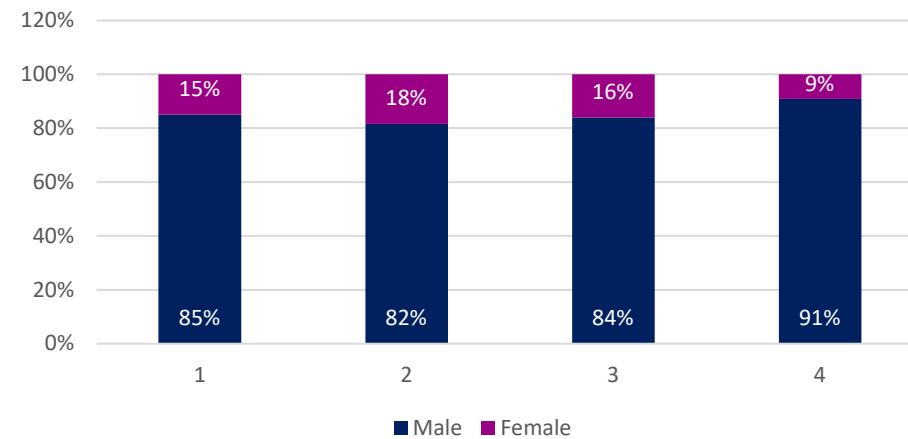
Whilst the median bonus pay terms demonstrate a favourable payment for females the contrast in values between the mean and median is relative to a couple of key factors. The first being the percentage split of male and females roles that attract a bonus and secondly the bonus payment amounts made for each gender. More specifically males in the upper middle and upper pay quartiles attract a higher bonus payment term. And the female population is still under-represented in these quartiles, however this has been a growing area over the past year.

Gender Pay quartile splits for 2019 - 2020

Percentage of Male and Females by Quartile - 2019



Percentage of Male and Females by Quartile - 2020

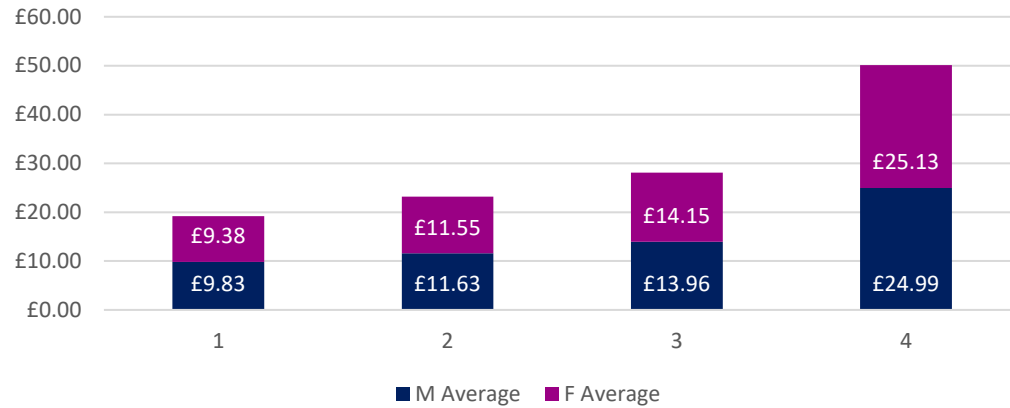


The data demonstrates that the split of male and females per quartile, (where 1 represents the lower quartile, 2 lower middle, 3 upper middle and 4 upper quartile). The percentages are based on the number of headcount who received full pay during the reporting period. Which was 674 in 2019 and 348 in 2020.

There has been a strong increase in the number of females represented in each quartile with the exception of quartile 4 which decreased from 11% in 2019 to 8% in 2020.

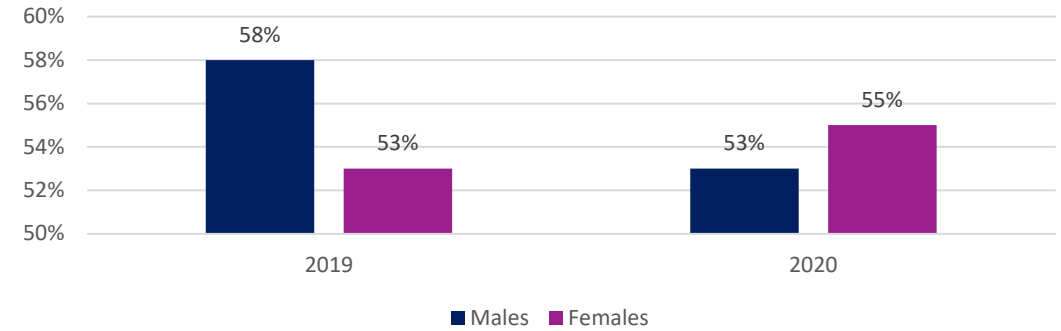
Pay Quartiles and Bonus splits by Gender

Mean Gender Pay Gap by Quartile



The data demonstrates that the pay terms as represented in the quartiles, the pay terms are fairly evenly split. Although the charts in the previous page show that we have experienced a slight decrease in the number of females represented in the upper quartile the mean gender pay terms remain relatively small.

Proportion of Males and Females Receiving a Bonus



The percentage gap between both male and females who receive a bonus has continued to reduced over the years. This is partly due to the increase in females recruited within the company and more so into roles where more females are becoming eligible for bonuses.

A review of the year



The overall number of females in the company has continued to grow since 2017, with females now making up 12% of the working population. Although there has been a slight decrease in the representation of females in the upper quartiles pay terms remain relatively even with the quartiles.



The mean pay gap increased during the year with a 9% increase in favour of men. This is predominantly influenced by an increase in field base roles in the year which are mainly filled with men.



The bonus terms during the reporting period has supported the reduction in the gap with almost a further 3% reduction between the average payments for both male and females. The amounts will continue to be reviewed to reduce the gap further.

Actions taken to close the gap

- We have created a dedicated and competent recruitment team who are committed to improving the recruitment of women into our workplace.
- All our job adverts promote the flexible and diverse business we are becoming. New women who have joined our business have cited this approach as a positive step forward to attract more women to work for us.
- We will roll out training around recruitment and selection practices, including managing equal opportunities and unconscious bias.
- We will continue to work closely with Women into Construction to plan and support us with female placement opportunities in our company.
- We are continuing to build partnerships with local academic institutions to develop graduate intakes for under-represented groups with diverse social backgrounds.
- We continue to review our bonus terms both in respect of 'which roles are in scope' and the payment amounts.

Executive Statement

We are committed to creating a more gender balanced workforce and look to encourage and influence areas in the business which have historically been dominated by men.

We will continue to work with organisations to drive and build a greater level of attraction for females into operational roles. We have already seen some positive results with the appointment of female Fibre engineers, Installation engineers and Planners within 2021.

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

Mark Philby, Managing Director

This report and statement was approved by Mark Philby.