



COMEX2000
Network & Communications

Annual Gender Pay Gap Report 2021

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

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Introduction

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

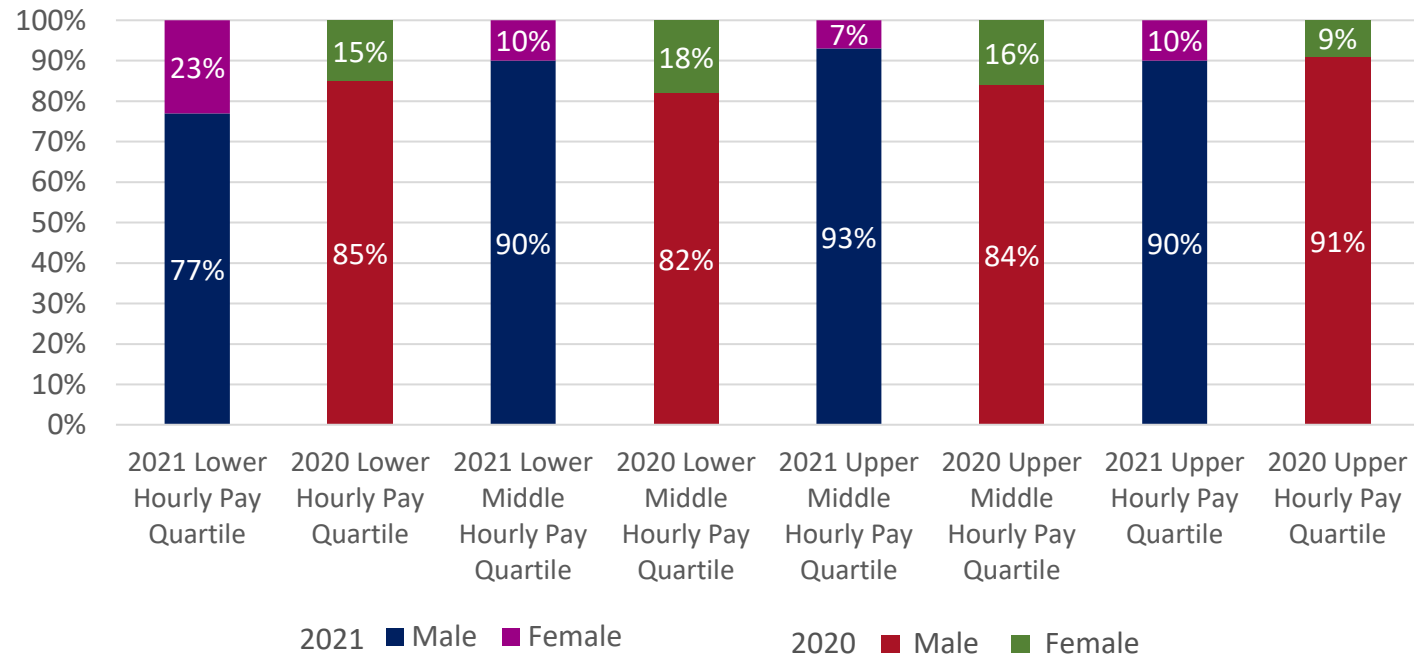
The report represents all employees who were employed by Comex 2000 UK Limited on the snapshot date of 5th April 2021.

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 2021 shows a headcount of 711 on the snapshot date, split as 88% men and 12% women (*2020 headcount data was impacted by furlough and the respective relevant employees that were reported in the year: 527 heads with 88% men vs 12% women*).

Gender Pay Quartile Splits for 2020 - 2021

Percentage of Males and Females by Quartile

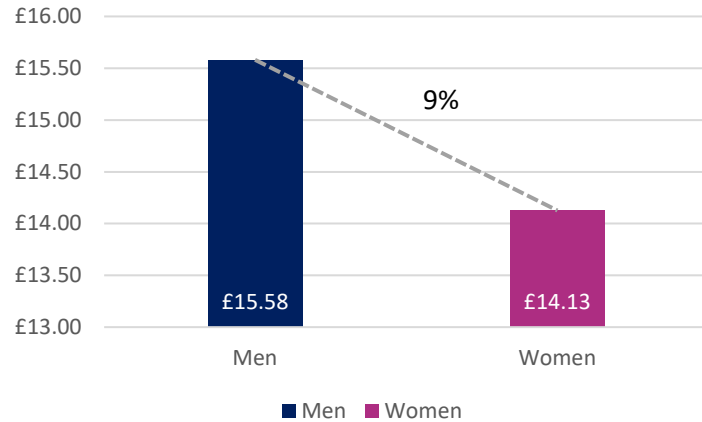


The data demonstrates that the split of male and females per quartile, (where 1 represents the lower quartile, 2 lower middle, 3 upper middle and 4 upper quartile). The percentages are based on the number of headcount who received full pay during the reporting period.

The decrease of female representation within quartiles 2 and 3 is due to the disparity of relevant employees. Due to furlough, there were only 348 relevant employees in 2020, compared to 657 in this snapshot date.

Mean and Median Gender Pay Gap

Mean Gender Pay Gap

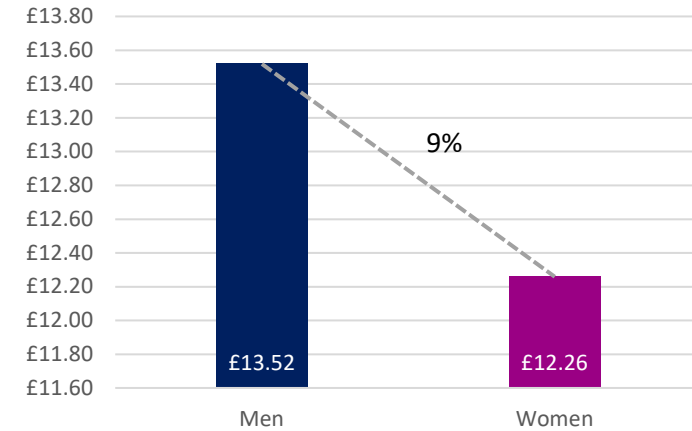


The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in a company. This is different from ‘equal pay’, i.e. the pay men and women receive who carry out the same or similar jobs.

The UK National mean pay gap is 15.4%. Our mean gap for the snapshot date of 5 April 2021 is 9%.

On average, males and females earn an hourly rate of £15.58 and £14.13, respectively. The average pay rates have increased from £14.85 and £13.62 in 2020.

Median Gender Pay Gap

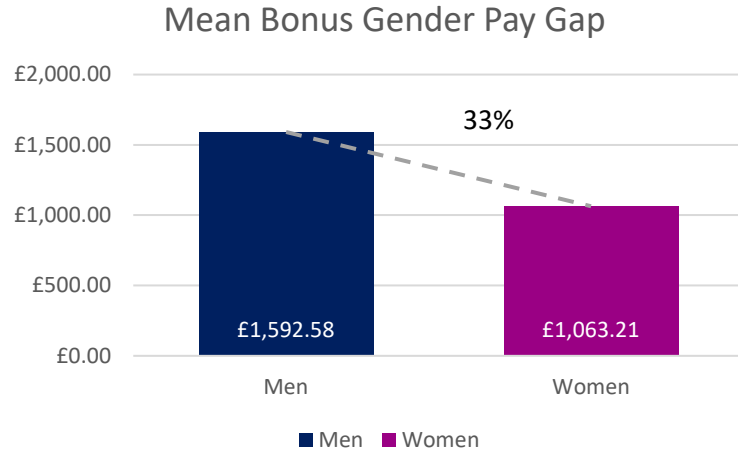


The median (mid point) definition - If all company employees were lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle-man.

The UK National median pay gap is 10.2%. Our median gap is 9%.

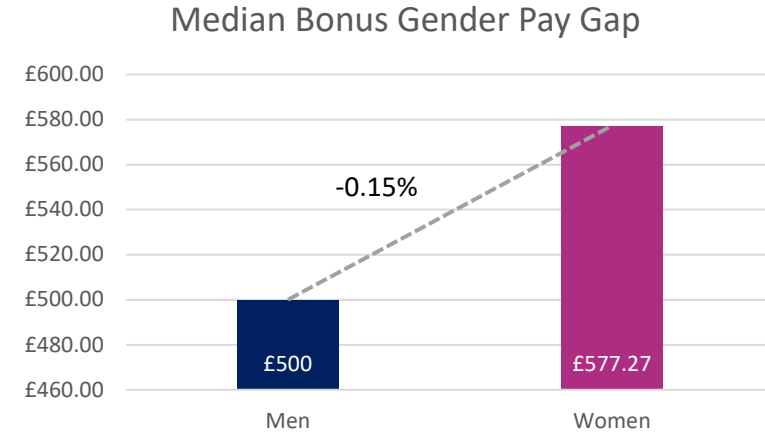
Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap will exist, although it remains well below the UK National percentage.

Mean and Median Bonus Gender Pay Gap



The mean bonus percentage has decreased by over 15% since reporting started in 2017. This is a positive downward trend, however we still need to work further to reduce the gap of the bonus payments between males and females.

Whilst more women (76%) than men (73%) received a bonus payment in the reporting period, the gap exists due to the executive bonus schemes in place, mostly found in the Upper Hourly Pay Quarter, which is mostly dominated by males. However, female representation in the Upper Hourly Pay Quarter has increased from 8 in 2020 to 16 in 2021, demonstrating the growth of females in higher paid roles.



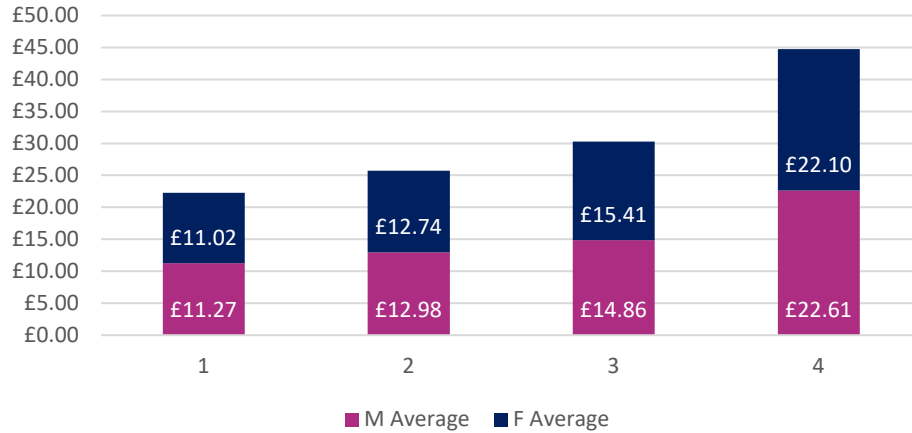
We have decreased our mid-point gap year on year since 2018, with the gap now sitting at -0.15%, from a mid-point perspective, women are receiving higher bonuses than men.

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.

Pay Quartiles and Bonus splits by Gender



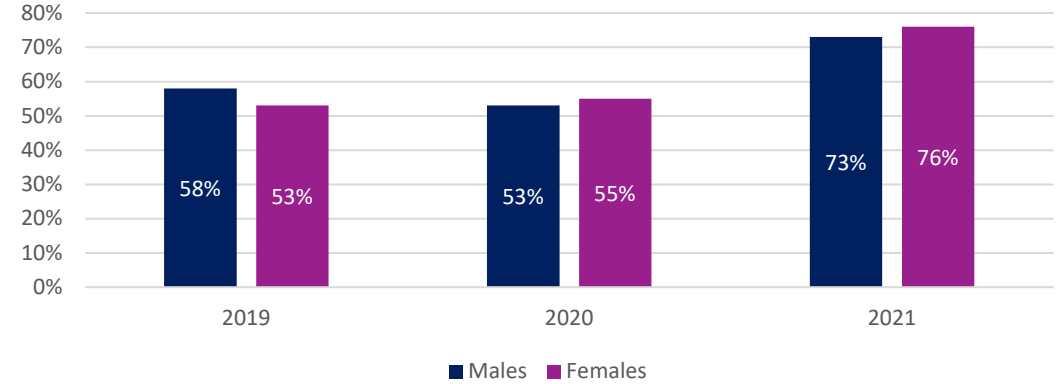
Mean Gender Pay Gap by Quartile



The data demonstrates that the pay terms as represented in the quartiles, the pay terms remain generally evenly split across the quartiles. Although the quartile split charts on page 4 shows that we have experienced a decrease in the number of females represented in the lower middle and upper middle quartiles, the overall mean gender pay terms remain relatively small.

The hourly gap has continued to decrease over the last few years.

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.

This year, the gap has increased slightly to 3%, however, we can see that the percentage of both male and female employees receiving a bonus has substantially increased since last year.

A review of the year



The overall number of females in the company has continued to grow since 2017 with the number of females makes up 12% of the working population. We have seen an increase in females in both the lower and upper quartiles, an influx of females in higher paid, typically managerial roles, as well as technical operational support roles.



The mean pay gap increased during the year with a 9% increase in favour of men. This was predominantly influenced by an increase in field base roles in the year which were mainly filled with men. However, the overall hourly pay differential between men and women has continued to decrease since 2017, with a differential of £1.23 compared to £1.45 in the 2020 snapshot date.



The bonus terms during the reporting period have supported the reduction in the gap. A further 1.7% reduction between the average payments for both male and females brings the overall gap down to 33%. The mid-point gap remains in favour of females, with a gap of -0.15%.

Actions taken to close the gap

- We are working in partnership with the Digital Infrastructure team at Wolverhampton Council, Wolverhampton University and College to build an academy which includes students and graduates from STEM based studies.
- We will continue to work closely with Women in Construction to plan and support us with female placement opportunities in our company, as well as support us with internal development opportunities for our current female employees.
- Our in-house dedicated and competent recruitment team continue to drive the recruitment of women into our workplace. They engage closer with managers to instil and promote equal opportunities during the interview and assessment process.
- All our job adverts promote the flexible and diverse business we are becoming, including using gender-neutral vocabulary. We are working on revising our job descriptions to use more inclusive language and essential skills to help encourage more females to apply for roles.
- The growth of females in bonus paid roles has helped to reduce the bonus gap. We continue to review our bonus terms both in respect of 'which roles are in scope' and the payment amounts.

Executive Statement

Through sustained effort and commitment, we will drive equity for women to ensure a greater gender balance across our workforce.

We will continue to focus on new ways where we can encourage women into fields that have historically been dominated by men. Progressing our partnerships with external parties and enrolling into schemes like ‘Moving on Up’ with Women into Construction (WiC). This scheme will provide our female employees with access to mentors and personal development, which in turn will increase their skills and open opportunities for their career progression and positively impacting the pay gender gap.

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.