



# Annual Gender Pay Gap Report 2022

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

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# Introduction

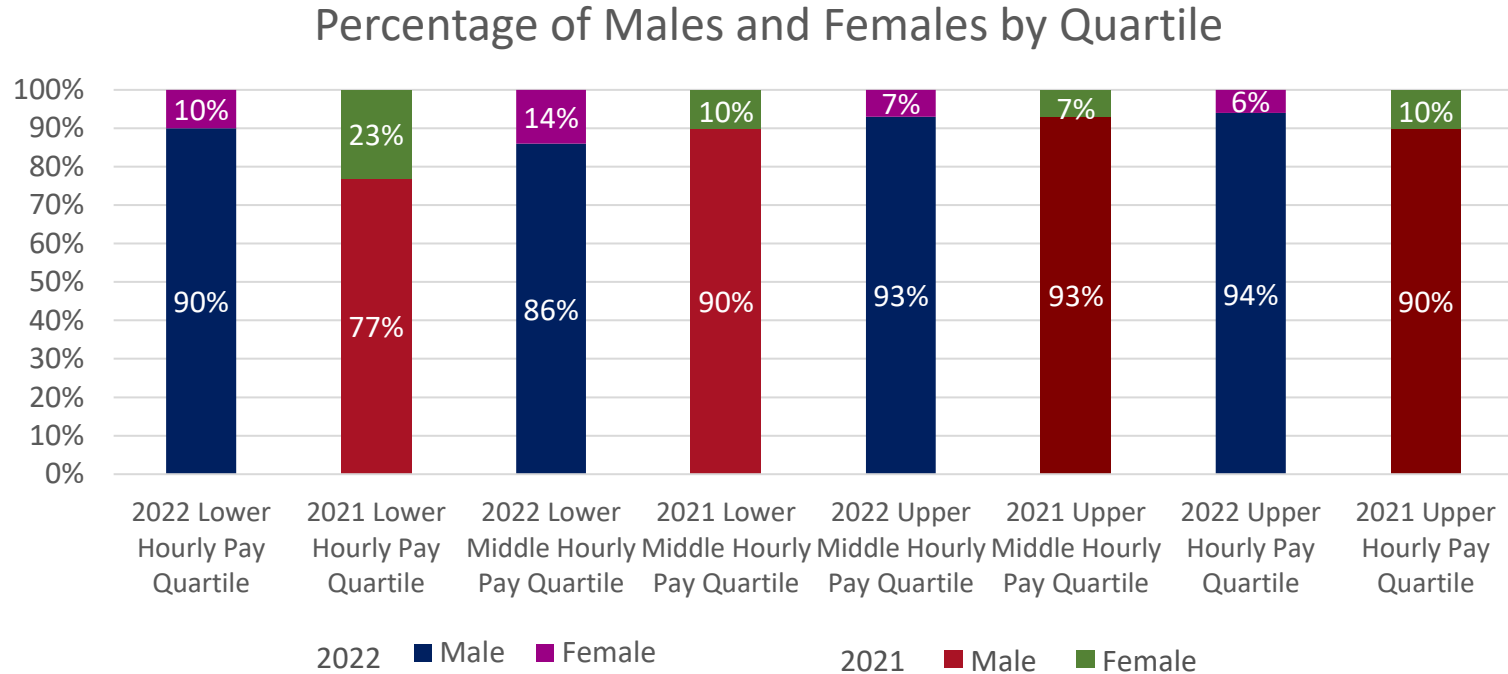
This report looks at the difference in the average earnings of men and women in our company.

The report represents all employees who were employed by Comex 2000 UK Limited on the snapshot date of 5<sup>th</sup> April 2022.

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 2022 shows a headcount of 851 on the snapshot date, split as 89% men and 11% women.

# Gender Pay Quartile Splits for 2021 - 2022

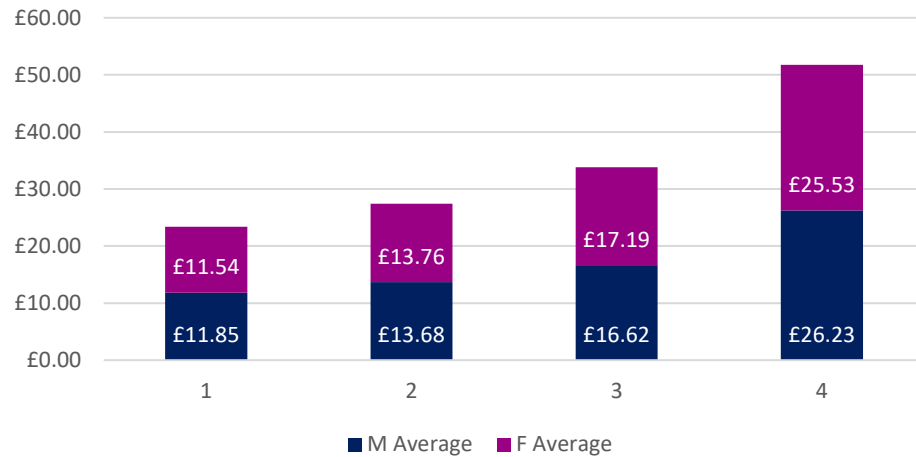


The data demonstrates the split of male and females per quartile. The percentages are based on the number of headcount who received full pay during the reporting period.

There were 657 relevant employees in 2021 and 707 in this snapshot date. The data shows a positive decrease in the percentage of females represented in the lower quartile hourly pay band (a decrease of 13%) and a slight increase in the percentage of females whose hourly pay sits in the lower middle quartile (an increase of 4%). This indicates that there had been a positive shift of pay terms for females employed at the time of the snapshot date. This gradual movement has been influenced in part through recruitment of females into technical roles as well as an increase in hourly pay rates.

# Pay Quartiles and Bonus splits by Gender

Mean Gender Pay Gap by Quartile

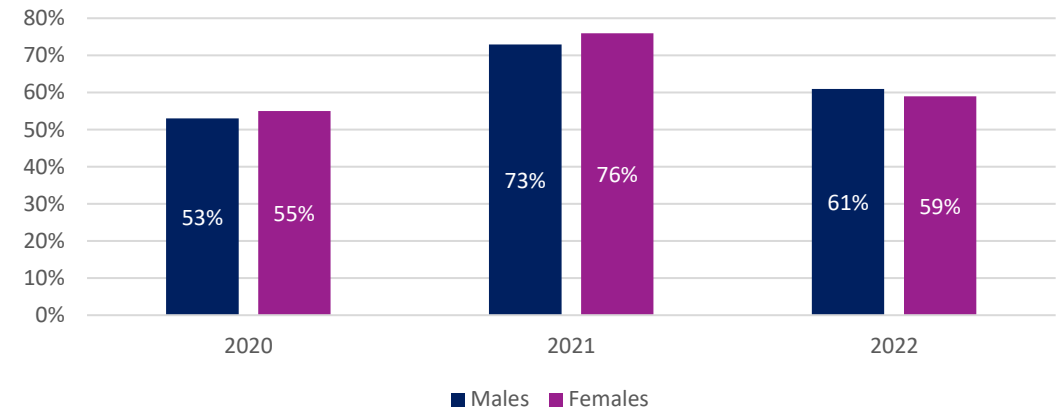


The above chart shows the hourly pay terms split into the respective quartiles (where 1 represents lower quartile, 2 represents lower middle quartile, 3 represents upper middle quartile and 4 represents upper quartile). The pay terms remain generally evenly split across the quartiles.

However as a comparison to last years report there has been a slight increase in the mean gender pay gap for the Upper Quartile category, increasing from £0.51 to £0.70, however the most positive change demonstrating a narrowing of mean gender pay terms can be seen in the Lower Middle quartile, where the gap has reduced from £0.24 to just £0.08. This correlates with the increase in the number of females employed into this category, as demonstrated in the Gender Pay Quartile Split chart on page 4.

Even with a decrease in the number of females represented in the lower and upper quartiles, the overall mean gender pay gap amounts still remain relatively small.

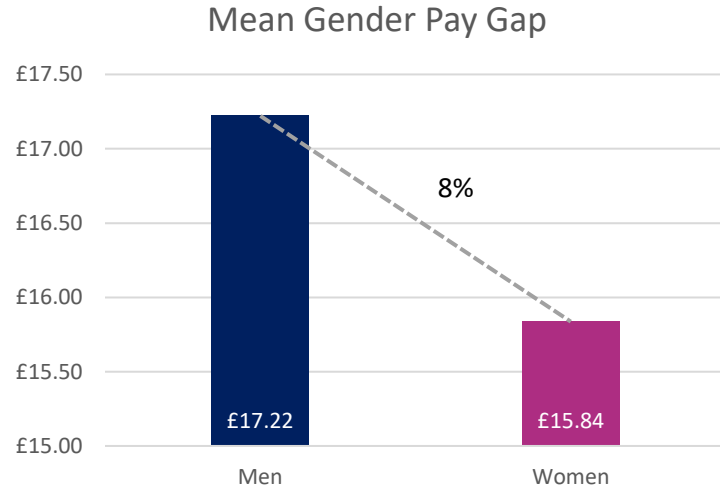
Proportion of Males and Females Receiving a Bonus



The percentage gap between both male and females who received a bonus closed slightly dropping to 2%, however there was also a significant reduction in the number of employees who received a bonus payment in the reporting period.

One of the factors influencing the difference is the reduction of females employed within the company which reduced from 84 to 62 in 2021 to 2022 respectively.

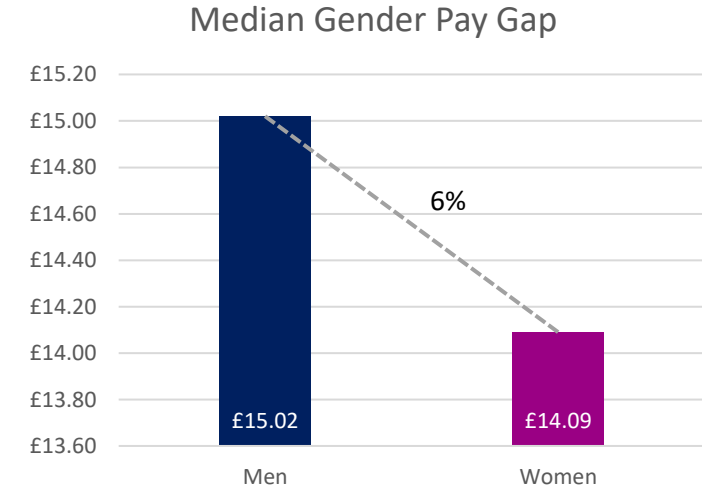
# Mean and Median Gender Pay Gap



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

Our mean gap for the snapshot date of 5 April 2022 was 8%. This is a further positive reduction in the average pay differentials between male and female employees, a decrease by 1% from last year.

On average, males and females earn an hourly rate of £17.22 and £15.84, respectively. The overall average pay rates for both genders have increased from last year where the average pay rates were £15.58 and £14.13 in 2021.

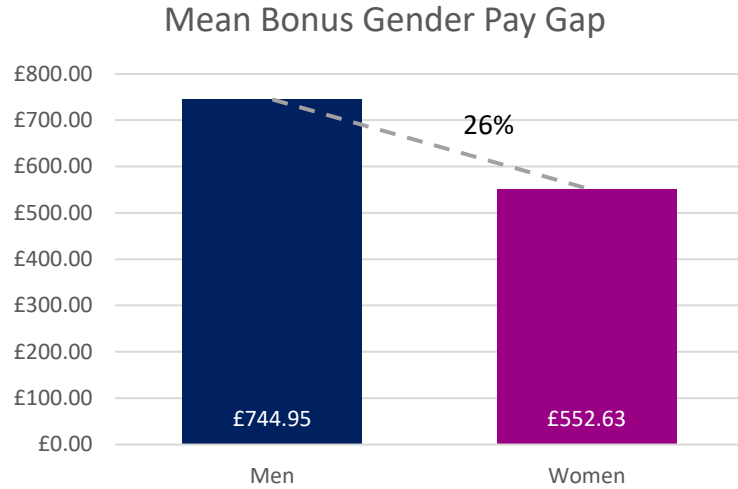


The median (mid point) definition - If all company employees were lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle-man.

The UK National median pay gap was 14.9%. Our median for the snapshot date of 5 April 2022 gap was 6%. This was a positive drop of 3% from 2021 and another demonstration that we are continuing to narrow the gap in pay terms.

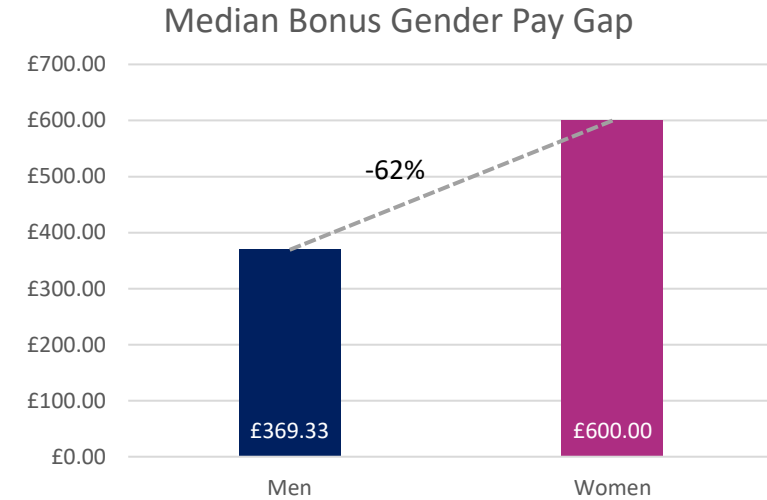
Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap will exist, however although it remains well below the UK National percentage.

# Mean and Median Bonus Gender Pay Gap



The mean bonus percentage decreased by 7% from last years report where it sat at 33%. This continues to be a positive downward trend having decreased by 22% since reporting started in 2017. We will continue to focus on defining roles that become eligible for a bonus payment as well reviewing the payment amounts.

More men (61%) than women (59%) received a bonus payment in the reporting period which has switched from 2021. Part of the explanation is relating to the representation of female employees in the Upper Hourly Pay Quarter which decreased from 16 in 2021 to 11 in 2022.



We have decreased our mid-point gap year on year since 2018, with the gap now sitting at -62%, 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. We will continue to review female progression into these quartiles and further influence a positive shift in both the mean and median bonus payments.

# A review of the year



The overall number of females in the company has dropped since 2021, the number of females makes up 9% of the working population. However, we have seen an increase in the number of females employed in the upper quartile and in higher paid roles. This has typically been in managerial positions, as well as technical operational support roles.



Whilst the mean gender pay gap decreased during the year there was still an 8% gap in pay differentials in favour of men. This gap still remains due to a focus and increase in field based roles which are still predominantly filled by men. The overall hourly pay differential between men and women has seen it's first increase since 2017, with a differential of £1.38 compared to £1.23 in the 2021 snapshot date.



The bonus terms during the reporting period continue to demonstrate a reduction in the bonus pay gap between males and females, with a further 7% reduction between the average payments, the overall gap falling to 26%. The mid-point pay gap remains in favour of females with a slight increase in the pay gap of -62%.



# Actions taken to close the gap

- We have teamed up with WiC and enrolled into a new initiative focusing on the progression of women working in construction. The 'Moving On Up' program will provide the females enrolled onto the program with 1:1 coaching and training to build their confidence to support their personal progression. It will also provide a focus for managers and provide them training to raise awareness as well as remove any unconscious bias's. The program will be completed in April 2023 following which, we will look to develop our own similar internal programs and training initiatives.
- 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.
- We continue to communicate our drive to increase the presence of female employees into more technical roles and have seen an increase in the number of female engineers in field roles.
- We partnered up with Wolverhampton Council and promoted opportunities into the industry and carried out various sessions, such as 'mock interviews' and 'guess my job', to a number of schools in the area including female only schools.
- We have been working with females returning from maternity leave and looking at flexible working options to support their integration back into the business.
- We will continue to review the eligibility terms and scope of roles that attract a bonus payment, as well the actual payment amounts this will be supported with the focus on recruiting females into the middle and upper quartile ranges as well as introducing reward schemes which will attract a bonus payment.

# Executive Statement

*We continue to see a positive trend to reducing the gender pay gap between our male and female employees with reductions in both the mean hourly pay gap and mean bonus payments. The increase in females in the lower middle quartile is encouraging and a clear demonstration of our continued commitment to reduce the pay gap terms.*

*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 2022.*

*Our partnership with Women into Construction (WiC) and enrolling into the 'Moving on Up' 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. It will also give us a valuable insight so we can continue to build on our internal programs.*

*Our Executive Management Team continuously reinforce the value of a diverse workforce and continue to drive and embed equality for all.*

Mark Philby, Managing Director

This report and statement was approved by Mark Philby.