



Annual Gender Pay Gap Report 2023

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

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Introduction

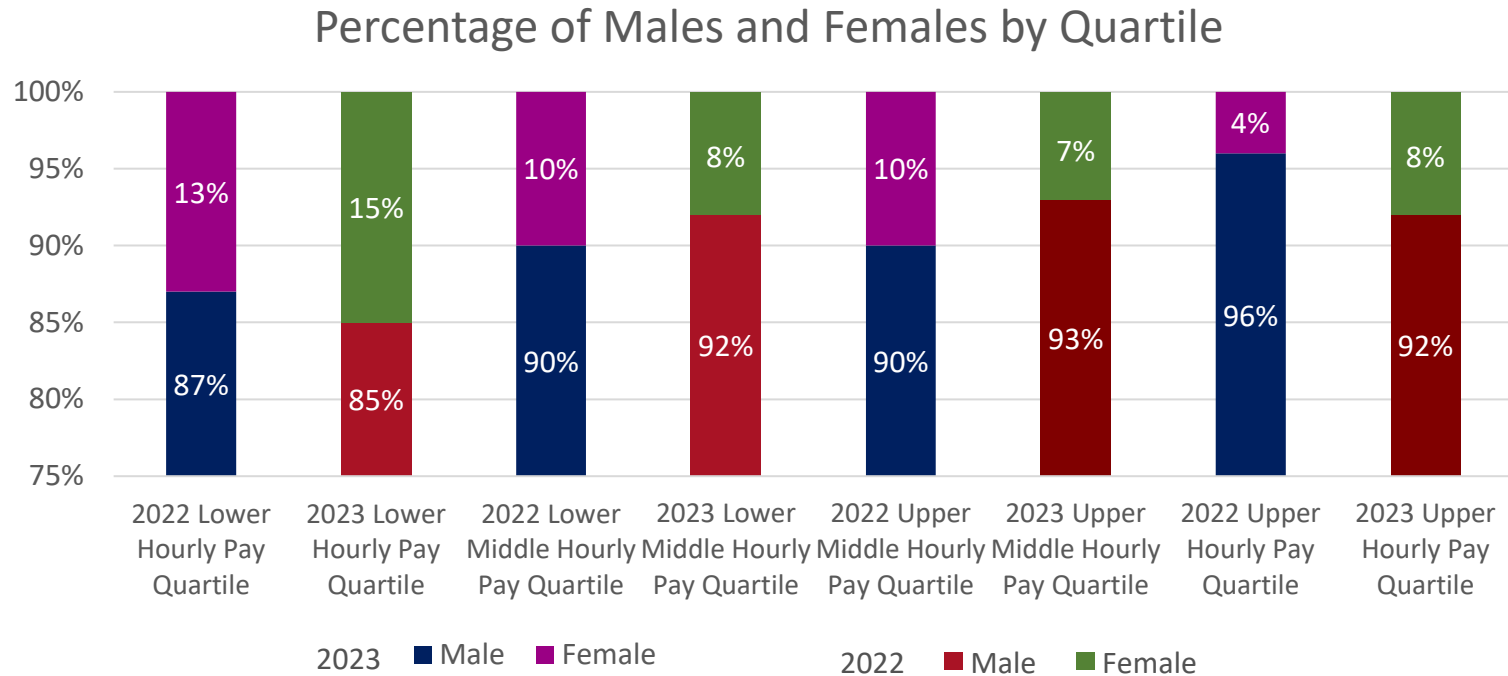
This report looks at the difference in the average earnings of men and women in our company.

The report represents all employees who were employed by Comex 2000 (UK) Limited on the snapshot date of 5th April 2023.

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 2023 shows a headcount of 995 on the snapshot date, split as 90% men and 10% women. 866 of these were full-pay relevant employees, giving a final split of 91% men and 9% women.

Gender Pay Quartile Splits for 2022 - 2023

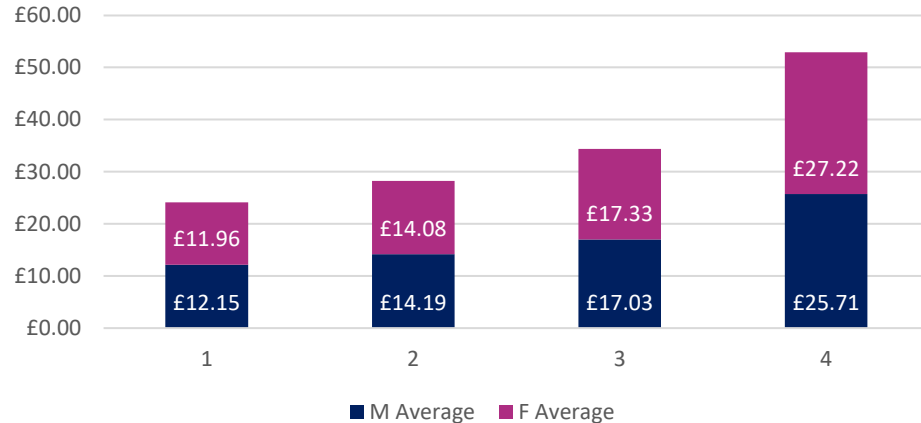


The data demonstrates the split of male and females per quartile. The percentages are based on the number of headcount who received full pay during the reporting period.

There were 866 full-pay relevant employees on the snapshot date, up from 707 in the year prior. The data reflects an increase in the number of females sitting within the lower hourly pay quartile (increase of 2%) and the upper hourly pay quartile (increase of 4%). These increases are reflective of our drive to increase the number of females in technical field-based roles, which typically attract lower pay terms, in addition to driving the development of our female staff which ultimately has resulted in more females entering roles with higher pay terms. In real terms, in last year's reporting period, there were 7 females in technical roles, in this year's reporting period, this increased to 15. Additionally, 11 females were promoted within the reporting report.

Pay Quartiles and Bonus splits by Gender

Mean Gender Pay Gap by Quartile

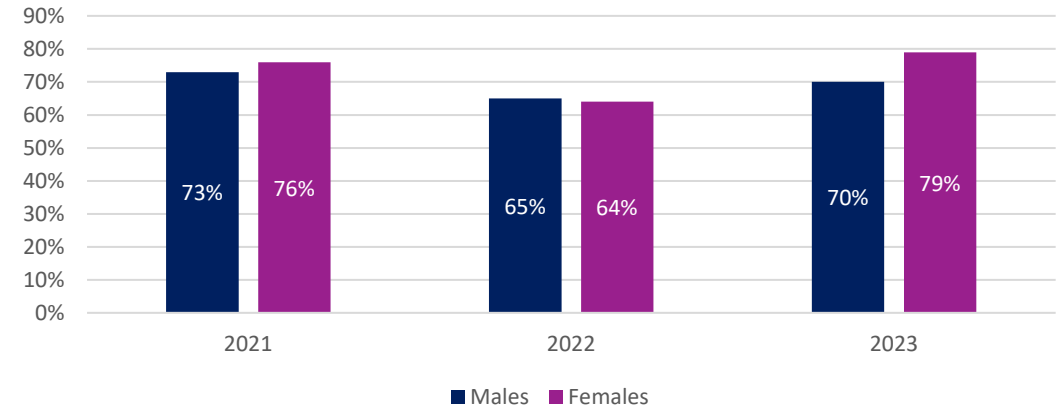


The above chart shows the hourly pay terms split into the respective quartiles (where 1 represents lower quartile, 2 represents lower middle quartile, 3 represents upper middle quartile and 4 represents upper quartile). The pay terms remain generally evenly split across the quartiles.

The data continues to reflect and demonstrate our work to reduce the gender pay gap, with both the lower quartile and lower middle quartile gaps reducing further in real terms. The Lower quartile gap was £0.23 last year, this has reduced further to £0.19 this year. The Lower Middle gap was £0.34 last year, and again, this has reduced to £0.11. The narrowing of these gaps coincides with our drive to increase female representation in field-based technical roles, as there are now more female and male employees in comparative roles. Previously, the majority of females falling within the lower quartiles were carrying out back-office roles which attract different payment terms.

The female payment for both the bonus and pay gaps remained ahead of their male counterparts in the upper two quartiles in the reporting period.

Proportion of Males and Females Receiving a Bonus



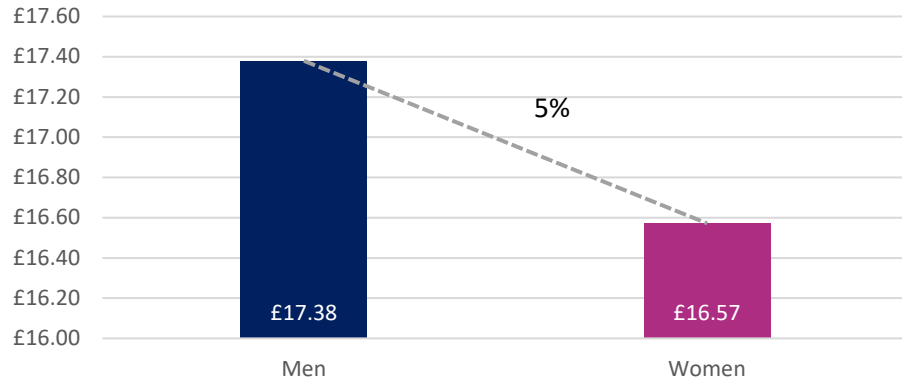
The percentage gap between both male and females who received a bonus increased slightly to 9%, however there was a significant increase in the number of females who received a bonus payment in the reporting period.

This again correlates with the increase in the number of females in field-based technical roles, who have bonus schemes set with clear and achievable KPIs. For reference, the number of full-pay relevant females employed as of the snapshot date increased significantly, from 62 last year to 82 this year.

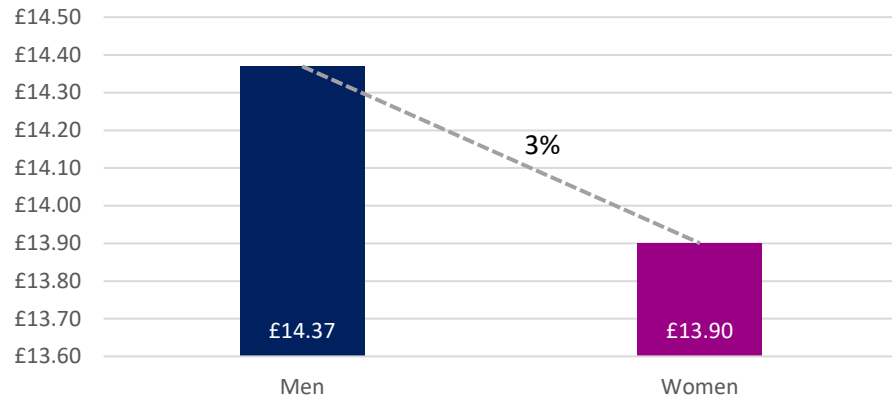
Mean and Median Gender Pay Gap



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 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 2023 was 5%. This is a further positive reduction in the average pay differentials between male and female employees, a decrease by 8% from last year.

On average, males and females earn an hourly rate of £17.38 and £16.57, respectively. The overall average pay rates for both genders have increased from last year where the average pay rates were £18.37 and £16.02 in 2022. In real terms, the average gap has reduced from £2.35 to £0.81.

The UK National median pay gap was 7.7%. Our median for the snapshot date of 5 April 2023 gap was 3%. This was a positive drop of 9% from 2022 and another demonstration that we are continuing to narrow the gap in pay terms.

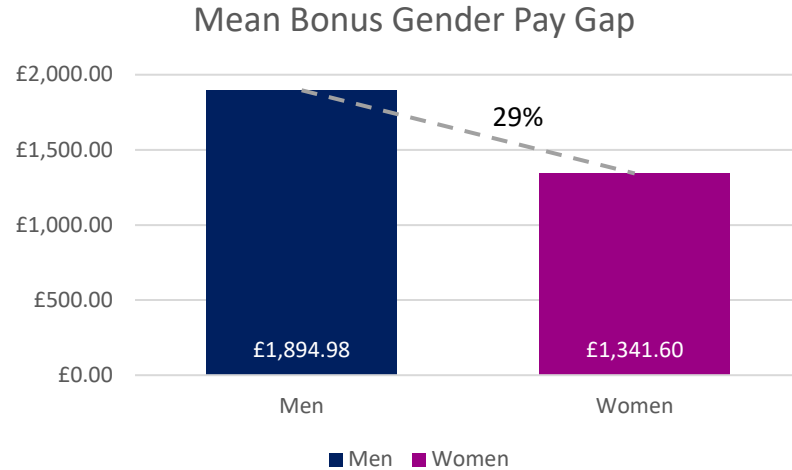
Whilst our hourly pay terms are trending positively towards reducing the pay gaps, there were a couple of factors that influenced and fed into the rates we experienced as defined above.

Firstly a number of male employees received a one-off bonus payment during the period where the snapshot date fell. This would have fed into the hourly rate calculation.

Secondly we had a significant increase in the number of template pay employees, (template personnel are paid for activities carried out and paid from an agreed rate card as opposed to an annual salary). In the 21 – 22 reporting year, there were 21 full pay relevant employees who were on template pay, in this reporting year, this number has increased to 66. Template pay terms typically attract higher payments, and as all the employees who are on template pay are male, it is expected that these terms also had an impact on the hourly pay rates of males and the gender pay gap as a whole.

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

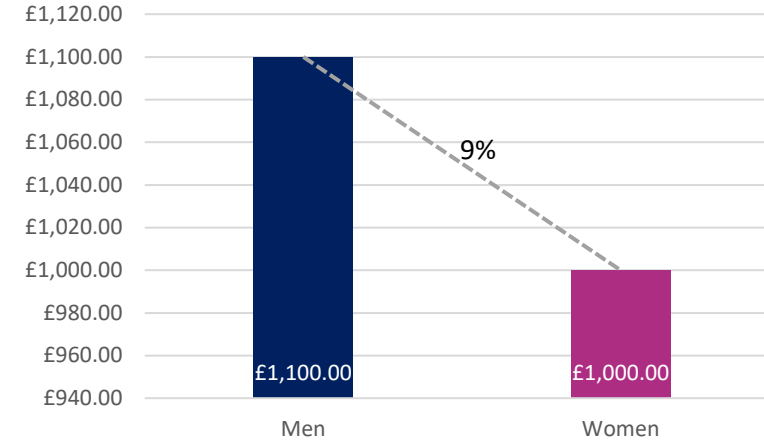


The mean bonus percentage decreased by 7% from last year’s report where it sat at 36%. This continues to be a positive downward trend having decreased by 19% since reporting started in 2017. We will continue to focus on defining roles that become eligible for a bonus payment as well reviewing the payment amounts.

More women (79%) than men (70%) received a bonus payment in the reporting period. Again, this is reflective of the increase of females in technical roles, which have their own bonus schemes.

However, bonus values for males across some of the more specialist technical roles are higher and we will continue to work on attraction methods to increase the number of females into these position and hopefully continue to see a positive trend to reducing the bonus pay gaps.

Median Bonus Gender Pay Gap



Our mid-point gap sits at 9%, an increase of 2% from last year.

Whilst the mean bonus pay terms demonstrate a favourable increase in 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 increased. Whilst the percentage remains the same as previous years, the real terms number of females employed has increased from 83 last year to 94 this year. The increase has resulted in more females being employed in both the lower and upper quartiles, this reflects our work to drive female representation in both field-based technical roles as well as managerial positions.



The number of females in technical roles increased by 8. Additionally, 11 females were promoted into higher technical roles or management roles across the business within the reporting report.



Whilst the mean gender pay gap decreased during the year there was still a 5% gap in pay differentials in favour of men. As the business growth predominantly relies on field-based roles, which are still predominantly filled by men this gap will still continue. However, the overall hourly pay differential between men and women has decreased, from £2.35 last year to £0.81 this year.



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 29%. The mid-point pay gap was 9%.



We faced challenges in localised market rates and competitors, which resulted in localised uplifts, further influencing the gender pay gap as these were predominantly for field based roles.

Actions taken to close the gap and next steps

- Following the completion of the Women in Construction 'Moving on up' programme in April 2023, we are now looking to introduce our own internal scheme to aid the personal and professional development of our female staff. Additionally, we have committed to an increased focus on equality, diversity and inclusion, and have implemented a dedicated working group to focus on this going forward.
- 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, and also liaise with third-parties in order to attract applicants. We have expanded our reach with local councils and job centres and in addition to Wolverhampton Council, Enfield and Tottenham we are now also working with Telford and Wrekin Council to engage with job seekers in the local area.
- We continue to communicate our drive to increase the presence of female employees into more technical roles internally and have seen an increase in the number of female engineers in field roles.
- We implemented a pay grading structure in line with market rates, with controlled parameters and key performance indicators, further aiding consistent pay reviews and working towards more defined fair pay terms.
- 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 have seen a 100% success rate on returns to the work place.

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 female personnel across all quartiles has seen a positive impact on the pay gap terms and demonstrates our continued commitments to address the pay differentials.

We will continue to expand our networks and work in collaboration with our new and existing partnerships to carry on our drive to build a greater level of attraction for females into operational and technical roles.

Our Executive Management Team remain supportive of our focus and continuously reinforce the value of a diverse workforce to drive and embed equality for all.

Mark Philby, Managing Director

This report and statement was approved by Mark Philby.