

Gender Pay Gap Report

Prepared by
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Premex Services Ltd is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2020.

- The mean gender pay gap for Premex Services is 47.01%.
- The median gender pay gap for Premex Services is -0.21%.
- The mean gender bonus gap for Premex Services is 63.65%.
- The median gender bonus gap for Premex Services is 0%.
- The proportion of male employees in Premex Services receiving a bonus is 79.22% and the proportion of female employees receiving a bonus is 86.35%.

Pay quartiles by gender

Band	Males	Females	Description
A – Lower Quartile	32.93%	67.07%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B – Lower Middle Quartile	31.71%	68.29%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C – Middle Quartile	19.28%	80.72%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D – Upper Quartile	43.90%	56.10%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Premex Services' gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Premex Services is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Premex Services is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. The majority of our roles at an administrative level are held by women and the majority of part time roles are also held by women which is reflective of the UK population.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation and this is reflected within our organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority.

This pattern from the UK economy as a whole is reflected in the make-up of the workforce, with the highest quartile percentage of male employees falling into the upper quartile, and with a higher percentage of senior manager roles being held by men.

Our ratio of females to males in senior positions remains high however the highest earners are males and due to the fact that we have a lower overall % of males in the business this increases the mean scores and does not truly represent average payments as the median does.

The mean bonus pay gap has reduced to 63.65% gain however this is due to the lower proportion of males. This is coupled with the fact that bonuses are pro rata on hours worked and with a higher proportion of females working part time, this distorts the average and can therefore be quite misleading.

You can see the median bonus % sits at 0% which is a true reflection of the bulk of our employees being paid the same bonus regardless of gender.

In the table depicting pay quartiles by gender you can see the workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within Premex Services, 67.07% of the employees in Band A are women and 32.93% men. In Band D this is much more evenly spread with 43.9% of employee's men and 56.1% female.

What are we doing to address the gender pay gap?

We do not feel that our organisation has a gender pay gap. We have compared like for like roles and are confident we pay appropriately per role irrespective of gender. We have also actioned the following points which were highlighted in last year's report:

- Ensuring that our roles continue to attract the best talent, regardless of gender
- Succession planning across the business to ensure that we continue to promote females into senior positions
- High potential employees receiving dedicated 1:1 support

In the coming year the following initiatives will be taken as a means of supporting our commitment:

- Continue with a robust performance management process which rewards based on performance and contribution.
- Continue to ensure all vacancies are appealing to any potential applicants regardless of gender
- Further embed JE as a measure tool ensuring all roles are consistently and fairly evaluated

We are committed to reporting on an annual basis on what we are doing to ensure consistency and equal pay and the progress our initiatives are making. We also recognise that our scope to act is limited in some areas - we have, for example, no direct control over the subjects that individuals choose to study or the career choices that they make, or the parenting choices that they make, which can have a direct impact on the candidates who apply for employment with the company and/or progress within the company.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Tamsyn Haselden, Group HR Director, confirm that the information in this statement is accurate.

I, Mike Cutler, Group Managing Director, confirm that the information in this statement is accurate.

Signed



Signed

