

Gender Pay Gap Report

Prepared by
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March 2019

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 2018.

- The mean gender pay gap for Premex Services is 33.99%.
- The median gender pay gap for Premex Services is 4.43%.
- The mean gender bonus gap for Premex Services is 64.56%.
- The median gender bonus gap for Premex Services is 33.33%.
- The proportion of male employees in Premex Services receiving a bonus is 82% and the proportion of female employees receiving a bonus is 91.5%.

Pay quartiles by gender

Band	Males	Females	Description
A – Lower Quartile	21.70%	78.30%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B – Lower Middle Quartile	29.81%	70.19%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C – Middle Quartile	26.67%	73.33%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D – Upper Quartile	43.93%	56.07%	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 demonstrative 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.

That being said, within our organisation 47% of our Board level members are female and 68% of our managers are female.

The mean bonus pay gap is viewed quite high at 118% however this is due to bonuses being relative to salaries. It also doesn't take into account 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.

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, 78.30% of the employees in Band A are women and 21.70% men. In Band D this is much more evenly spread with 43.93% of employee's men and 56.07% 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:

- Introduction of performance related pay, with the emphasis being on individual performance and achievement of individual objectives
- A review of the existing pay and grading policies
- The introduction of an employment applicant tracking system which will allow for much more detailed data and analysis of applicants
- A review of the flexible working policy, with a key focus on making it clear that employees in all areas and levels of the organisation will be considered for flexible working
- Building closer relationships with local educational establishments to raise young people's awareness of the different career opportunities available within the company.

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

- The introduction of work placements in male dominated areas (such as IT) to further raise young people's awareness of the different career opportunities available
- We will embed succession planning within the business and develop career paths
- We will further develop our leadership development programme to engage our people and inspire them to progress
- High potential employees will receive 1:1 dedicated career development sessions

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, Donald Fowler, Group CEO, confirm that the information in this statement is accurate.

Signed



01/04/2019

Signed



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