

**exertis**

# Gender Pay Gap Report 2019

Nick Foster – HR Director UK & Ireland

This report sets out detailed results in the year to April 2019 together with the initiatives we have underway to close our gender pay gap.

## Ordinary Pay Calculations

Mean hourly gender pay gap	Median hourly gender pay gap
33%	27%

The result shows a pay gap in favour of men. The above table shows our mean and median pay gap with regards to our employee's ordinary pay, as at the 2019 snapshot date.

## Pay Quartiles

Lower Quartile



Male 60%  
Female 40%

Lower Middle Quartile



Male 50%  
Female 50%

Upper Middle Quartile



Male 60%  
Female 40%

Upper Quartile



Male 79%  
Female 21%

## Bonus Pay Calculations

Mean bonus gender pay gap	Median bonus gender pay gap
59%	54%

The result shows a bonus gap in favour of men. The above table shows our mean and median bonus gap with regards to our bonuses paid in the twelve months prior to the 2019 snapshot date.

% of males paid a bonus	% of females paid a bonus
68%	66%

The above table shows the % of males and females who received bonuses paid in the twelve months prior to the 2019 snapshot date.

## Understanding the Gap

This information tells us that the overall gender pay gap is in favour of men. This gap is primarily driven by the demographics of our organisation and the under representation of females in senior roles.

### Equal Pay is different

Equal pay is different from the gender pay gap. Equal pay deals with pay received by men and women for doing the same or similar roles, or work of equal value.

Gender pay gap reporting means that even when pay is equal, there still may be a gender pay gap if there are more males than females in more senior and higher-paid roles.

### Bonus Pay

Our bonus pay gap will fluctuate year on year depending on our level of bonus pay out. The areas of the business that trigger bonus payments in the snapshot month are predominantly male and therefore while more colleagues overall, received a bonus at a higher rate, it has impacted our Gender Pay Gap.

### More men than women in senior roles

As an industry we face a challenge to attract more women into the sector. Exertis is no different in this regard. Research by PWC (2019) shows that females are not showing an interest in the Tech Industry which starts at school and carries on through to university. The Office for National Statistics (2020) shows that women make up only 30% of the workforce in the tech industry.

Exertis are working to attract, select and develop females into the organisation by creating an inclusive environment where employees can thrive. Some of these changes can be reviewed in our positive steps.



Sources: ONS (2020) <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork>  
PWC (2019) <https://www.pwc.co.uk/women-in-technology/women-in-tech-report.pdf>

## Positive Steps

Exertis have made some positive changes during 2018 and 2019 to enhance our female friendly working practices.

### Reducing Standard Working Hours

Exertis have reduced the working hours for all front office functions, with a new finish time of 5.30pm as opposed to 6.00pm. Exertis have done this without reducing the salary of all those affected. We hope that this will make roles within our Sales and Commercial functions more appealing to female applicants however, this change has increased the hourly rate of all employees sat within these functions. At present, the demographics of these business areas are predominantly male, and it has therefore had a negative impact on our Gender Pay Gap Score. We do however believe, that in the coming years, this change will have a positive impact on our GPG as it will entice more talented females to our front office functions.

### Holiday Purchase Scheme

Exertis introduced a holiday purchase scheme in 2019. We feel that this new scheme, as well as our generous holiday entitlement, will not only support our current employees but also attract more females to our business, as it will enable employees to take more paid leave throughout the year with children and families.

### Senior Female Hires and Progression

**Exertis have made several senior female promotions in the last 12 months;**

- Commercial Director for Consumer
- Purchasing Director
- Head of Accounts Payable
- Commercial Finance Director
- Business Development Director

**Exertis have also made several senior female appointments in the last 12 months;**

- Head of UK Human Resources
- IT Director (UK)
- UK Head of Facilities Management
- Head of Commercial Finance
- Chief Marketing Officer

Exertis feels that our adoption of inclusive attraction and recruitment processes, working toward a goal that, wherever possible, women are included on the shortlist for interviews and that diverse talent is actively encouraged to apply for roles, has resulted in these hires and promotions. We believe that these positive steps will have positive impacts on our GPG in the years to come.

## Enhanced Maternity Pay

Employees with two years' service are now entitled to six months full basic pay whilst on maternity leave.

Research suggest supporting employees whilst off on Maternity Leave can have a direct impact on GPG as well as increasing loyalty and staff retention.



*“Having the support financially, made me want to come back to work and meant I did not have to leave my baby too early, which I do not take for granted as time is precious.”*

Exertis hopes this change will support employees financially whilst off on leave, helping them return to the business at a time that is best for themselves and their family.

We feel that when our employees have been able to cherish and enjoy their time off with their new born, it will support their mental health and allow them to return to work happy and healthy, enabling them to further progress their careers.

We hope that our new enhanced Maternity Policy will attract more senior and career driven female talent to Exertis, by showing we are ready to support them if the time comes for them to have some time out of the business to start a family.

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*“I was able to thoroughly enjoy my time off with my son attending various mother and baby classes. It also allowed me to extend my original return date by almost 3 months and now I feel ready and quite excited to return to work and take on new challenges.”*

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## Our Future Plans

We recognise that there is more work to be done in addressing the variance in pay between men and women at Exertis and we are committed to ensuring this gap is reduced in the years to come.

We are currently working on developing a transparent pay, promotion and reward process to support objective decision making and reduce the risk of pay inequalities. Employees will be clear about what is involved, and managers will understand that their decisions need to be objective and evidence based.

Our newly appointed IT Director has plans to build links between Exertis and school age females to drive an awareness of careers in Technology. Exertis feel that it is important to show girls their potential in the technology world, hoping to drive our senior females of the future.

As part of International Women's Day Exertis will be sharing the stories of our senior women, hosting a panel discussion and running listening groups to understand the lived experiences of our female colleagues.



*"I confirm the data and information represented in this report are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."*

**Paul Bryan**  
Managing Director