

# Gender Pay Gap Report 2023

## Introduction

This report details the gender pay gap reporting requirements covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees to publish information on their gender pay gap.

The two businesses Epta George Barker Ltd and Epta Cold Service Ltd were restructured in January 2021 to become the single legal entity of Epta UK Ltd. Under the regulations, we provide data for Epta UK Ltd, as on the specified snapshot date of 5<sup>th</sup> April 2021, the company had more than 250 employees.

This report covers the key findings for the legal entity of Epta UK Ltd.

## Reporting requirements

The regulations require reporting on pay and bonuses as follows:

- Mean (average) gross hourly rate of pay
- Median gross hourly rate of pay
- Proportion of male/female in hourly rate of pay quartiles (four bands)
- Mean bonus pay
- Median bonus pay
- Proportion of male/female in receipt of bonus, in the 12 months before the snapshot date

## Accuracy statement

I confirm the gender pay gap data contained in this report is accurate and has been calculated in accordance with the regulations.

David Wormald  
HR Director – Epta UK

Report dated April 2024

## Our key findings

**Pay** – Mean pay gap is **16.5%**; the median is **35.3%**

At the time of the snapshot Epta UK is comprised of several business populations. There is an industrial population in the north and field service / contracting engineers / installation engineers cover the UK. The support functions are based in two offices, one in Bradford and one in Ringwood. On the snapshot date Epta UK employed 81 females (12.8%) and 545 males (87.2%).

Our key findings which explain the gap are related to gender distribution across roles and job levels. We have pay structures in place in the factory, field and office, which ensure that roles at equivalent levels are paid equally, irrespective of gender.

The analysis shows that;

- Males make up the majority of the workforce.
- There are a higher proportion of males in technical roles (e.g. field engineers) which are typically higher paid. Field service technicians compose 226 of the population and are almost exclusively male.
- There are a higher proportion of females in the functional support roles (e.g. service deployment) which are typically lower paid than technical occupations.
- These 2 factors above are fundamental in accounting for the mean and median pay gap in the business.
- The majority of senior management roles are held by males and many of these roles are fed from more junior technical roles which are predominantly held by males in the industry. These higher paid roles also attract higher levels of bonus and incentive schemes.

**Pay quartiles** – Gender balance female/male is **12.8% / 87.2%** and by quartile is:

First quartile	5.8% female / 94.2% male
Second quartile	5.1% female / 94.9% male
Third quartile	21.0% female / 79.0% male
Fourth quartile	19.2% female / 80.8% male

The gender balance within the first 2 quartiles, is reflective of the rationale above relating to service engineers and technical succession into key senior roles. The higher number of males in technical roles which are higher paid and senior roles where succession in many cases has come from internal promotion from a technically based pool.

The gender balance within the third quartile compared to the fourth shows a positive

progression of an increased number of female supervisors and junior managers. We expect this trend to continue and to be reflected in the second and ultimately first quartiles.

Although progress is expected, the high number of males in the second quartile is due to the substantial number of male field engineers in that bracket.

**Bonus** – Mean bonus gap is **55.0%**; the median is **32.7%**

There are several bonus arrangements in place across the business, locally derived and also Epta Group in origin. These bonus plans are applied consistently across the business, with eligibility to participate linked specifically to the role in question, ensuring that the application of the bonus is free from gender bias. The bonus gap in Epta UK is reflective of the higher number of senior roles and the number of males in those senior roles.

The total numbers of employees eligible for bonuses has remained consistent with last year declining from 91 to 90. The percentage of employees eligible for annual bonus payments has changed from 2022, to now being higher for females; 16.3% from 14.1% for females and 13.9% from 15.1% for males. When bonuses are evaluated as a percentage of base pay, they show a close alignment between males and females.

### **Addressing the gap**

The reasons behind the gender pay gap are complex. We are confident that our gender pay gap does not reflect an equal pay issue, it is a result of the predominant types of roles males and females are doing in our business, e.g. field engineers are almost exclusively male. This is consistent with industry peers and across the UK economy as a whole. We are committed to diversity and equality throughout the business and we will continue to strive to address the gaps by ensuring policies, practices and processes are fair and free from bias.

This includes pay practices, which ensure males and females are paid equally for the same job; job evaluation and pay benchmarking; and recruitment practices that have gender neutral attraction and selection processes, aimed at recruiting and retaining the best people for the job.

A broad programme of Equality and Diversity training has been developed and has been rolled through all the management population and will be re-promoted in the coming year. The Epta Group is also committed to promoting a successful and diverse workforce, and although not specifically related to gender, a multi-cultural awareness programme was launched in 2023.

In addition, while not directly associated with addressing the gender pay gap, we have a number of actions which aim to encourage a diverse, balanced workforce e.g., flexible working policies, links with local education establishments and gender-neutral apprentice recruitment.

**David Wormald**  
**HR Director**