

PREMEX SERVICES LIMITED

# GENDER PAY GAP REPORT

## 2023

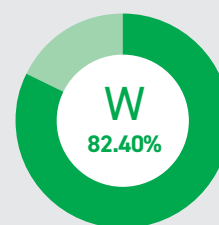
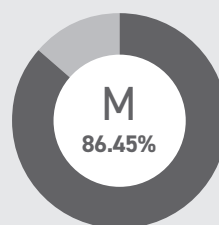
### PREMEX SERVICES LIMITED GENDER PAY GAP EXPLORED AND EXPLAINED



This report is for the snapshot date of 5 April 2023.

The proportion of males and females receiving a bonus payment.

	Mean	Median
Gender pay gap	47.03%	-2.82%
Gender bonus pay gap	66.59%	28.5%



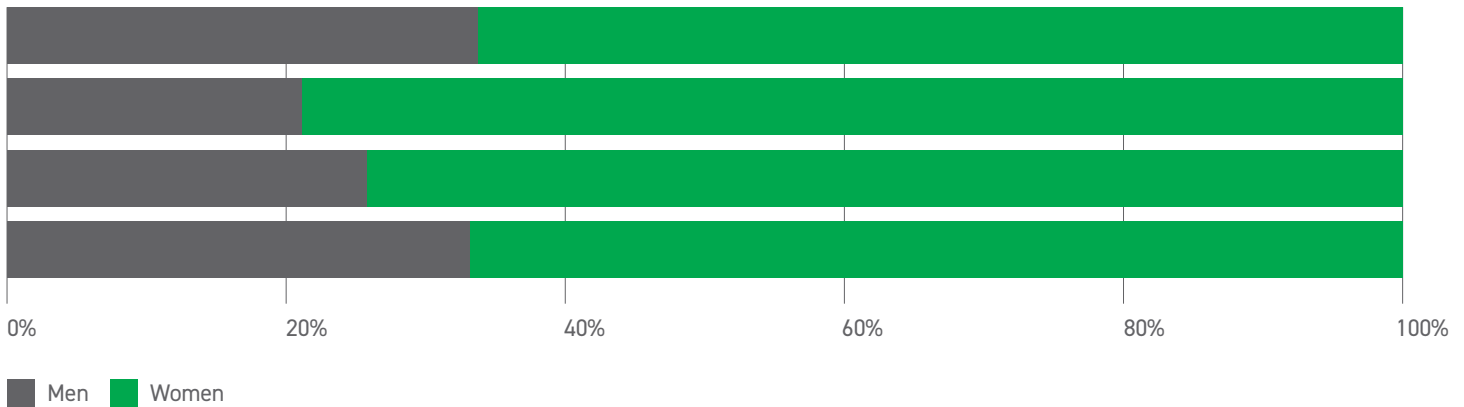
### PAY QUANTILES BY GENDER

Band	Males	Females	Description
A	33.58%	66.42%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	26.28%	73.72%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	20.59%	79.41%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	32.85%	67.15%	Includes all employees whose standard hourly rate places them above the upper quartile

\*All figures calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

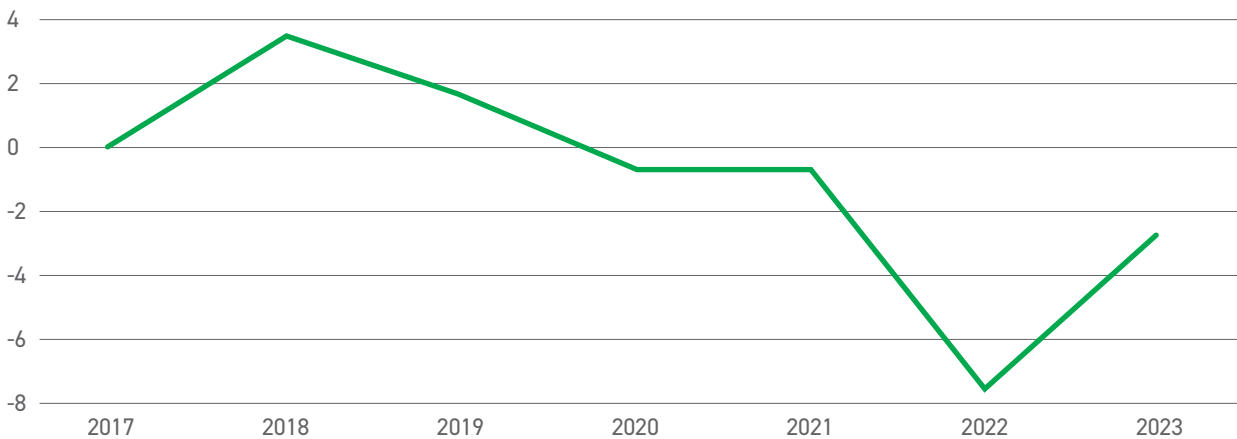
## PAY QUANTILES BY GENDER

For Premex Services Limited, 71.66% of those employed are women. This is represented below on the chart, with women making up over 65% of each pay quartile. For quartile A, the highest paid, the split of 64.42% women and 33.58% men is similar to the overall percentage of women and men in the company. This reflects our continued focus to ensure there is gender representation at all management levels.



The roles within the company are predominately filled by females at the lower levels of quartiles C & D. This is due to the type of role it is, and is similar across other businesses with these types of roles. It is a smaller percentage of men who do these roles, but they are paid the same regardless of gender.

## MEDIAN GENDER PAY GAP LAST 7 YEARS



The median pay gap has remained within a 10% fluctuation over the last 7 years. 2022 was the lowest it has been, being weighted 7% towards females and has evened out again for 2023.

## OUR COMMITMENT TO GENDER INCLUSION

Premex Services Limited is committed to being a diverse and inclusive work environment, not just in gender representation, but across all diversities. There is an inclusive culture within the business that ensures that everyone, regardless of their gender identity is supported, respected, and paid in line with the role they are in.

All roles in the business are evaluated based on the work and skills required, salary and banding is based around this process. This ensures roles, both new and old, are not weighted by gender, but what the role deserves to be paid at.

Throughout the recruitment process, the adverts placed for new roles avoid gendered language, allowing anyone with the correct skillset to apply for. This enables the company to hire from a diverse pool of potential candidates.

Premex Services Limited 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 Limited 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.

## GENDER BONUS

Throughout the year there were various different bonus schemes that were paid out, to a different range of employees.

Last year the company paid out a one-off cost of living bonus. This was available to all employees, including those on maternity, paternity, adoption leave or on long-term sick. It was a fixed amount, and pro-rated for part-time employees. As it was pro-rated and there are more women on part time contracts than men, this has had an impact on the Median Bonus figures. The Median Bonus for women was £572, whereas for men it was £800. The same bonus was paid to both men and women when taking into account working hours.

An annual bonus is paid to those whose jobs have been evaluated as band 5 or above. The below chart shows the gender breakdown for those who fall into this category. Those in band 7 received the highest amount. This is directors and board members which has a higher ratio of men to women, as a result this has increased the mean bonus gap. The bonus paid is calculated by the band an employee is in, which was determined by the job evaluation process. This is not based on gender, race, sexuality, or any other form of characteristic.

The proportion of men and women receiving a bonus was less than 5% difference.

### Band 5 and above



W : 56.10%

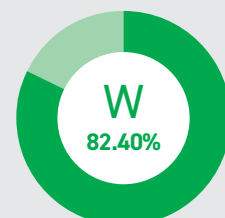
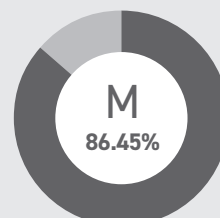
M : 43.90%

Mean

Median

Gender bonus pay gap	<b>66.59%</b>	<b>28.5%</b>
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The total proportion of males and females receiving a bonus.



## THE CHALLENGES OF GENDER PAY REPORTING

The gender pay gap does not take into account full and part-time working arrangements, the differences in occupation, grade or location. The below chart shows that the females employed at Premex Services Limited are over 85% of the part-time workers. This can have an impact on the gender pay gap due to pro-rated salary and bonus, as it brings down their average salary.

### Percentage of part time workers by gender



W : 85.89%

M : 14.11%

## WHAT PREMEX SERVICES LIMITED IS DOING TO ADDRESS ITS GENDER PAY GAP

Premex Services Limited does not feel that the organisation has a gender pay gap. We have compared like for like roles and are confident we pay appropriately per role, irrespective of gender. Following our 2022 reports we have:

- Operated a fair and consistent flexible working policy and welcomed requests in all departments in the business at all levels;
- Supported parents prior to, during and on return from maternity leave and other parental leave;
- Run senior leadership training of potential future business leaders with an even split of men and women in attendance, and;
- Provided access to additional qualifications through the apprenticeship scheme to allow for further career progression.

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. Our commitment is to ensure that we pay equally, regardless of gender and other diversities.

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

Signed

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

Signed

