

Why the gender pay gap?

EMR believes strongly in the principle of equal opportunities for all employees and in paying them equally for the same or equivalent work. However, what is clear from the results is 1) females are under-represented in the business as a whole, 2) females are more likely to be employed in office based roles than operational roles. We believe that our gender pay gap is the result of these different roles and the salaries that these roles have historically attracted in the marketplace. We do not believe that we pay men and women differently for the same or equivalent work.

This is not to say that we take these results lightly, it clearly shines a light on issues of gender representation. General under-representation is an industry wide issue and as one of the larger players we should look to do more to encourage females to build careers in our industry. As a company, we will continue to work to understand and address why females are under-represented in certain roles. We will investigate any barriers to recruitment which reduce the potential for female applications to jobs. We will look at our apprenticeships, our role training and career development within the company to encourage more diversity in the workplace. As we continue to manage succession we will look objectively to encourage a better gender representation in all parts of the business.

The published information relating to gender pay gap reporting at EMR is accurate.

Chris Sheppard
Group CEO

GENDER PAY GAP REPORTING: SNAPSHOT DATE 5 APRIL 2017

- i) the mean overall gender pay gap based on hourly rates of pay;
Overall mean gender pay gap = 13.5%
- ii) the median overall gender pay gap based on hourly rates of pay;
Overall median gender pay gap = 3.01%
- iii) the proportions of male and female employees in quartile pay bands;

	Men	Women
Lower quartile	85.79%	14.21%
Lower middle quartile	90.44%	9.56%
Upper middle quartile	89.34%	10.66%
Upper quartile	89.92%	10.08%

- iv) the mean gender bonus gap;
Overall mean bonus gap = 111.83%
- v) the median gender bonus gap;
Overall median bonus gap = Female median bonus is 60% higher than male
- vi) the proportions of male and female employees receiving bonuses;
Male employees that received a bonus = 85.33%
Female employees that received a bonus = 84.71%