



record uk
2018 Gender Pay Report

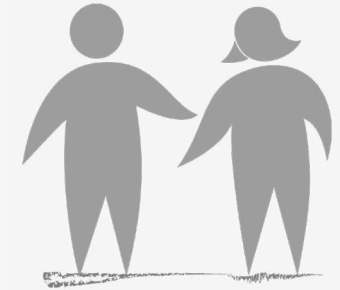
2018 Gender Pay Report

The gender pay gap shows the difference in average pay between women and men.

Gender pay is different from equal pay.

Equal pay is about a man and a woman receiving equal pay for the same or a similar job.

This data represents our April 2018 results.



No. of employees	288
Male employees	81.5%
Female employees	18.5%
Male Key Leadership Members	75%
Female Key Leadership Members	25%

Mean & Median Pay

Mean Gender Pay Gap

The difference in the average hourly pay for women compared to men, within a company

Office for National Statistics UK
Mean Gender Pay Gap
17.2%

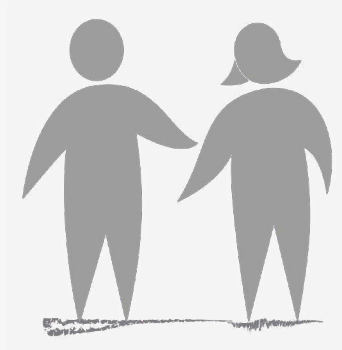
record uk's Mean Gender Pay Gap
18.4%

Median Gender Pay Gap

The difference between the mid-points in the ranges of hourly earnings of men & women. It takes all the salaries in the sample, lines them up in order from lowest to highest, & picks the middle salary.

Office for National Statistics UK
Median Gender Pay Gap
18.4%

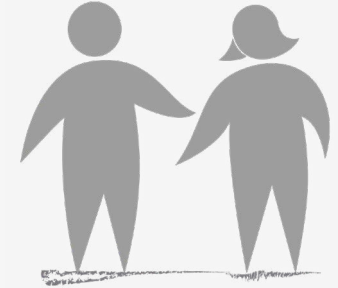
record uk's Median Gender Pay Gap
21.9%



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Understanding Mean & Median Pay Results

The mean and median gap is driven by our engineering teams. We employ a large number of Service and Installation engineers which are all male.



record's Mean Gender Pay Gap

18.4%

record's Median Gender Pay Gap

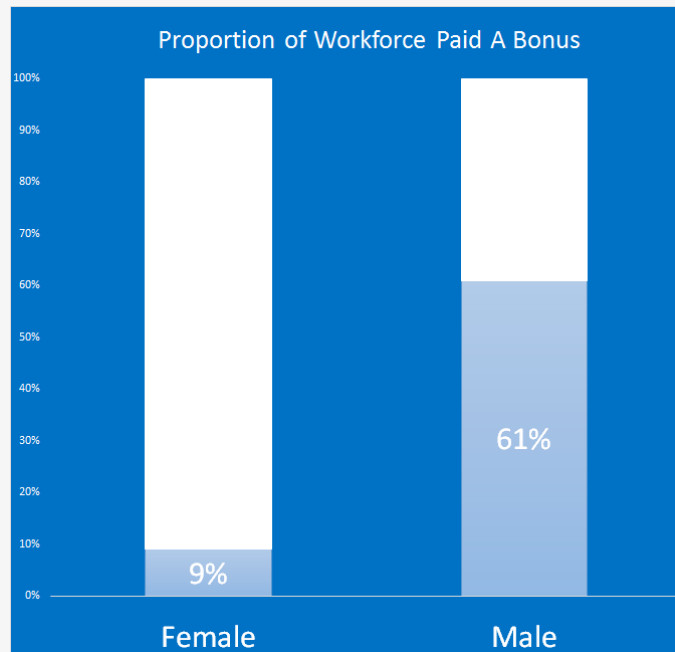
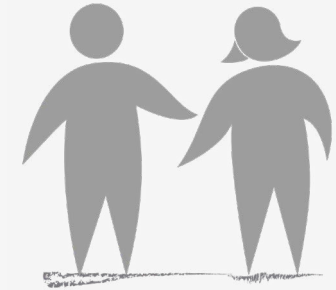
21.9%



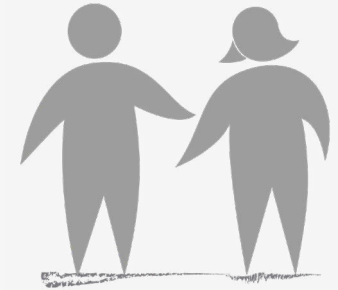
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Mean & Median Bonus Gaps

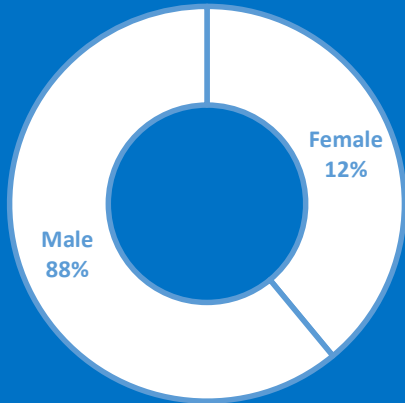
Our largest population of employees receiving a bonus are within our engineering teams which creates the large gap between men and women receiving bonus payments within the business.



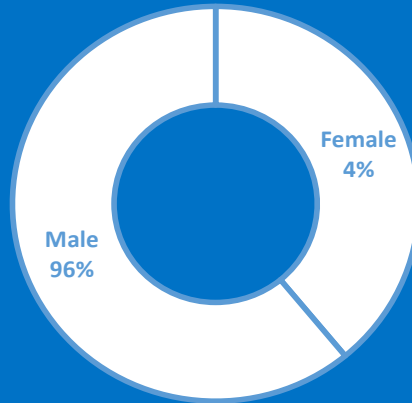
Population By Pay Quartiles



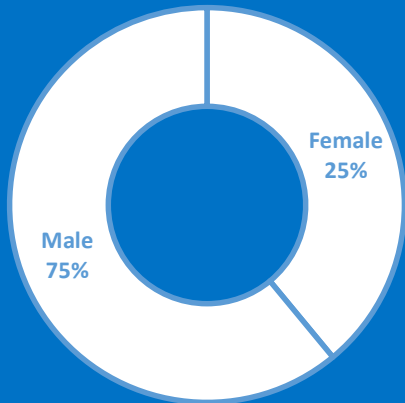
TOP QUARTILE



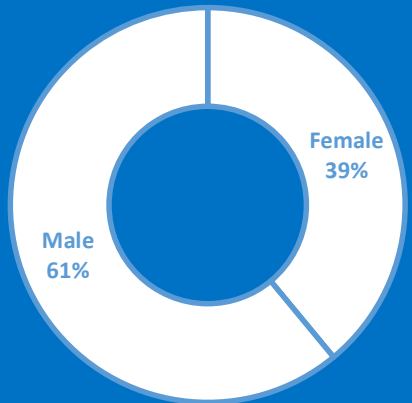
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE



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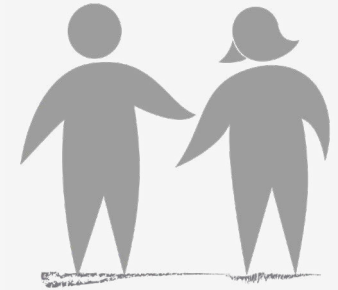
Our Results & Next Steps

Our gap is due to 80% of our workforce being male.

We have tried various avenues to recruit females within our engineering teams such as creating apprentice and trainee opportunities but our industry is still very male dominated.

Outside of our engineering teams such as within the service office and finance this is the opposite were these positions are predominately filled by females.

The automatic door industry is currently in the final stages of an industry specific apprenticeship scheme which we hope once up and running and promoted within the industry will attract females to the industry.



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