



Gender Pay Report

ERIKS UK&I 2020

Let's make industry work better

ERIKS

FOREWORD

GENDER PAY GAP REPORT 2020

AT ERIKS WE BELIEVE THAT **BEING A DIVERSE AND INCLUSIVE COMPANY IS ESSENTIAL.**

Put simply, the greater the mix of people in your business, the greater the mix of skills, experiences and perspectives you can draw on, the greater the benefits for our customers and business.

AT ERIKS WE STRIVE FOR MORE DIVERSITY AND INCLUSION.



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We have made great progress in ensuring we have a more inclusive culture and performance. Gender Balance is just part of our commitment, and we welcome the opportunity to publish our gender pay gap data, which enables us to reinforce our values and vision for our business now and the future.

The data in this report is extremely important to us and helps us focus our efforts on achieving a better gender equality balance within our organisation. However, the data doesn't tell the the full story and we must continue to work hard to make ERIKS a place where everyone can grow and flourish.

Joe Parkes
Chief HR Officer

UNDERSTANDING

OUR GENDER PAY GAP REPORT

THE GENDER PAY GAP IS A MEASURE OF THE DIFFERENCE IN THE AVERAGE PAY FOR MEN AND WOMEN ACROSS AN ORGANISATION REGARDLESS OF THEIR ROLES.

It is also important to recognise that this is not the same as an 'equal pay review' as this would require direct comparison between males and females carrying out the same or similar role.

At ERIKS UK & Ireland we are confident that we have equal pay for work of equal value, we do have a gender pay gap when you compare overall average pay and bonuses for men and women.

This gap is created in part by the distribution of men and women across the organisation which is reflective of the industry in which we operate. This is further compounded by the make up of applicants available to employ.

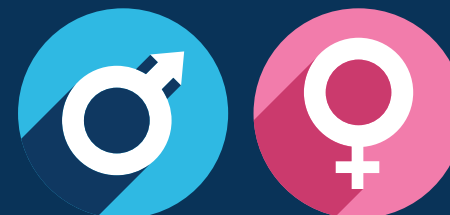
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GENDER PAY GAP REPORT 2020

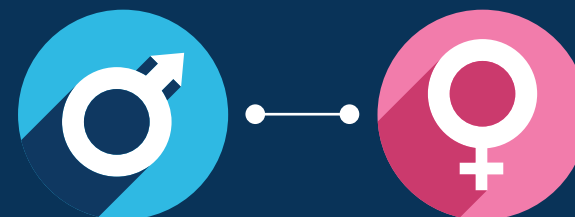
EQUAL PAY

Men and Women are paid the same for like work



THE GENDER PAY GAP

The difference in average hourly earnings between all men and women

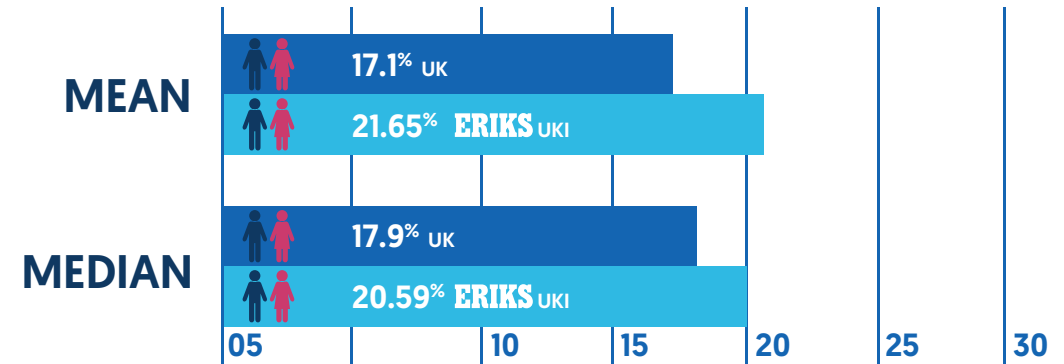


ERIKS UK & IRELAND RESULTS

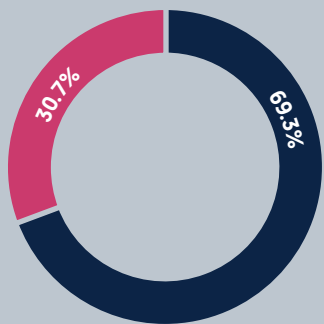
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PAY

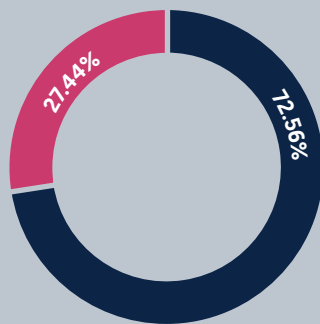
As shown in the 2019/20 results, we have made modest improvements in our Gender Pay Gap, but we recognise there is still work to do to fall below the UK national averages.



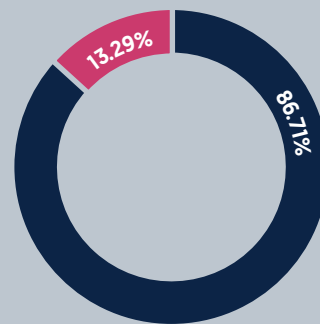
LOWER QUARTILE



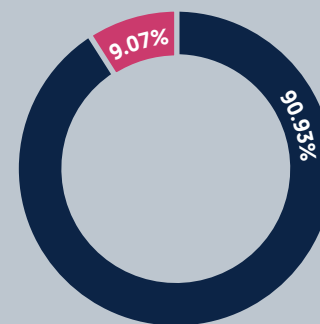
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

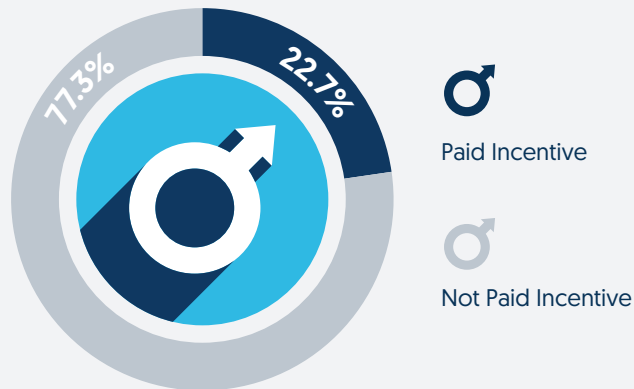


Through some targeted recruitment, we have been able to improve our Upper Quartile results, but continue to see the distribution of men and women within our business impacting the overall results.

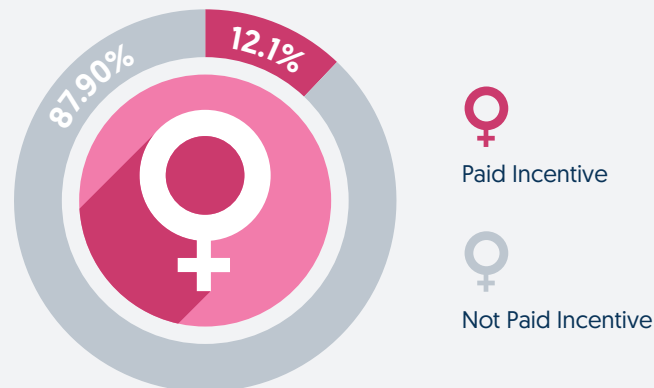
ERIKS UK & IRELAND RESULTS

BONUS PAY

PROPORTION OF **MALE EMPLOYEES**
RECEIVING AN INCENTIVE PAYMENT

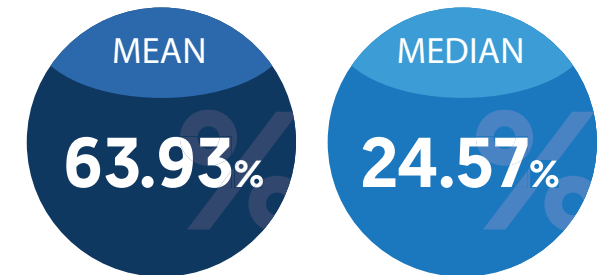


PROPORTION OF **FEMALE EMPLOYEES**
RECEIVING AN INCENTIVE PAYMENT

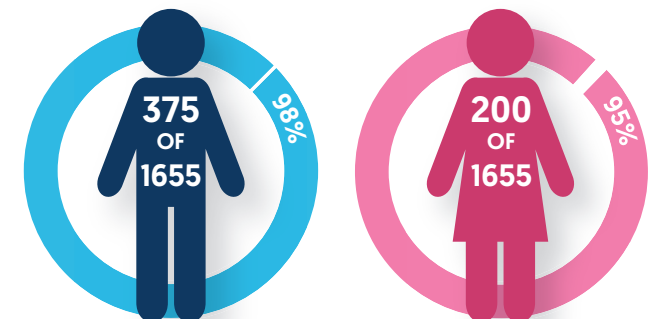


BONUS PAY

DIFFERENCE



PROPORTION



OUR COMMITMENT

TO EQUALITY

GENDER PAY GAP REPORT 2020



DIVERSITY & INCLUSION

We aim to do everything we can to enable women to progress through the organisation making sure they are represented in succession pipelines. This report shows that, like many businesses of a similar size and nature, we currently have more females at junior levels, we have made some progress for more balance at senior levels.

We also recognise that we need to work on the balance at all levels. We are already measuring female progression in our largest functions and now have a specific gender representation target.

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TAKING THE STAGE

Working in partnership with the Humphrey Group, we have invited female leaders across our global organisation to attend an awareness and development programme.

This not only supports our commitment to be more diverse, but creates a network of female leaders who are a powerful voice of influence within the organisation.



RECRUITMENT

We have been more proactive in the recruitment and selection of new female hires into the organisation, by ensuring the messages we use in our advertising and recruitment appeal to as diverse a talent pool as possible.



DECLARATION

GENDER PAY GAP REPORT 2020

AS YOU HAVE SEEN IN THIS REPORT **GENDER DIVERSITY IS A KEY PART OF ERIKS STRATEGY.**

It is also a Must Win Battle for ERIKS Globally and SHV, our Parent Company owner.

We recruit and promote based on merit alone and will continue to support the business to ensure that, regardless of gender, our employees receive the same opportunities, recognition and rewards for their contributions.

We welcome the opportunity to share our progress on gender diversity in the UK and will look to understand additional opportunities we have to ensure a diverse work force is at the heart of everything we do.

ERIKS



Joe Parkes
Chief HR Officer

A handwritten signature in dark ink, appearing to read 'Joe Parkes'.



David Gillies
Chief Executive Officer

A handwritten signature in dark ink, appearing to read 'David A. Gillies'.



**DIVERSITY &
INCLUSION**



eriks.co.uk

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