

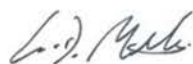
UK GENDER PAY REPORT 2020

THE HEXADEX GROUP

Welcome to the first annual Gender Pay Report for Eminox Ltd.

Our business is shaped by our Core Values and the Hexadex Group of companies is a diverse, engaging and inclusive organisation. As such, we welcome the UK Government's requirement for large companies to report on gender pay. In accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017, we share our data for Eminox Ltd (CRN: 1349209).

Eminox Ltd and one other subsidiary within the Hexadex group are the only two entities in the group that employed more than 250 employees on the 5th April 2019 and are therefore required to publish their gender pay gap data.



Will Milles
Executive Chairman - Hexadex Group



Eminox UK Gender Pay | Gap Results

Pay difference between Women and Men:

Median Gender Pay Gap **20%**

Mean Gender Pay Gap **11%**

UK National Gender Pay Gap **17.9%**

Bonus difference between Women and Men:

Proportion of employees receiving a bonus

Men: **88.14%**

Women: **74.29%**

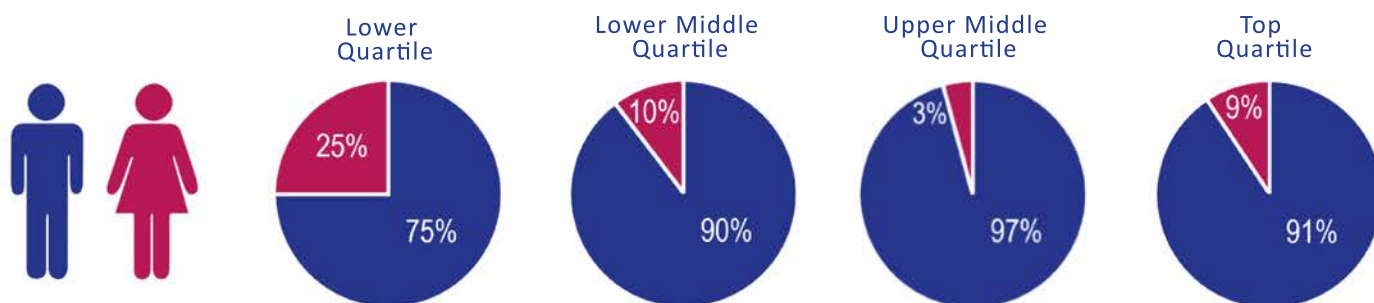
Mean

Median

Bonus **-28%**

-32%

Note: A negative value indicates a bonus gap which is in favour of women.



Improving gender diversity within our workforce continues to be a key focus at Eminox. We recognise that as a manufacturing/engineering business we have a higher ratio of men to women. This is typical of our industry at the present time, but is something which we would like to address. We are pleased that over the last 2 years we have seen increased interest from females in our sector and as a result have increased the number of women in our business by 3%.

Our policies and practices support equality by ensuring men and women are remunerated fairly and our reward policies are focused on being competitive in line with our sector and location irrespective of gender.

We have initiatives in place to encourage employees to become STEM Ambassadors which enables them to work with local schools and colleges to inspire and educate future talent with a view to promoting opportunities for all within our industry.

We have an annual Apprenticeship recruitment programme working with local colleges and schools to promote opportunities in our business and we actively encourage interest from females.

We review our reward, training & development and succession planning strategies regularly to ensure fair practices are applied to all our employees and remain committed to encouraging females to join us and develop their careers within our business.

I can confirm the above figures are accurate.



Mark Runciman
Managing Director – Eminox Ltd

