

# UK GENDER PAY REPORT 2020

## THE HEXADEX GROUP

Welcome to the second 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 2020 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 **1%**

Mean Gender Pay Gap **-7%**

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

UK National Gender Pay Gap (Median) **15.5%**

#### Bonus difference between women and men:

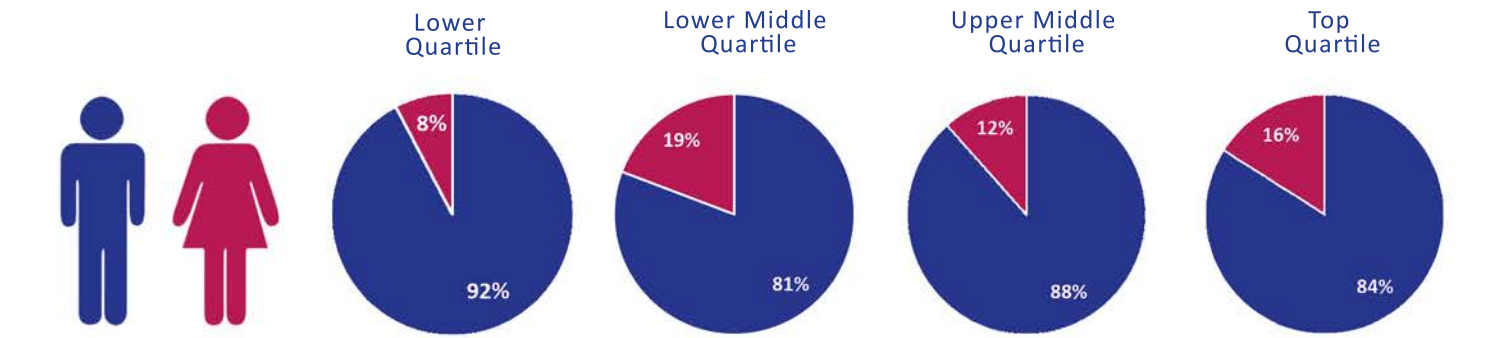
Median Gender Bonus Gap **13%**

Mean Gender Bonus Gap **9%**

#### Proportion of employees receiving a bonus

Men: **78.4%**

Women: **51.8%**



The data gathered for the 2020 Gender Pay Report shows a much reduced pay gap (median) from the previous year to just 1% in favour of men. The mean result sees a swing in favour of women at 7%. It is important to note that the results are not representative of a normal year given a myriad of factors connected with the pandemic, most notably a large number of employees furloughed under the Government's CJRS and are therefore out of scope for the gender pay calculation. Of relevant data, our analysis shows that a higher % of females across quartiles two, three and four were in scope for the calculation than in 2019 which has contributed to a much reduced median pay gap and a swing to a mean pay gap in favour of women.

We continue with our strategy of attracting female employees at all levels of the organisation and continue to work with schools and colleges where opportunities present through STEM activities and through our Apprenticeship programme where we actively encourage gender diversity.



Mark Runciman  
Managing Director – EminoX Ltd