

UK GENDER PAY REPORT 2021

THE HEXADEX GROUP

Welcome to the third 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 2021 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 **2%**

Mean Gender Pay Gap **10%**

UK National Gender Pay Gap (Median) **15.4%**

Bonus difference between women and men:

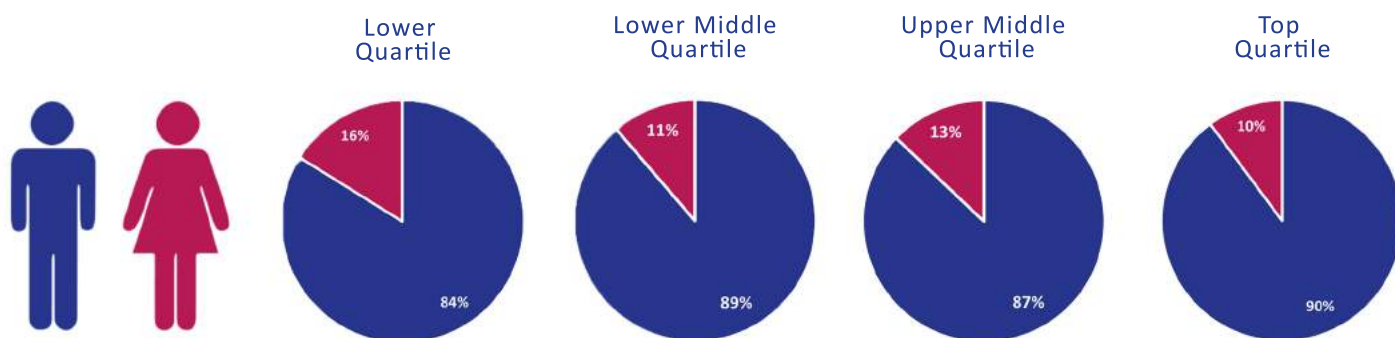
Median Gender Bonus Gap **12%**

Mean Gender Bonus Gap **15%**

Proportion of employees receiving a bonus

Men: **71.9%**

Women: **56.1%**



Due to 2020 data being affected by the pandemic, a view on the longer-term trends for the organisation is more appropriate and comparisons have been made to 2019 data.

The overall median pay gap has reduced from 20% in 2019 to 2% in 2021 representing an overall reduction of 18% over the last 3 years. This compares favourably in comparison to the UK national median pay gap with a 13.4% positive difference. Clear progress and improvements are being made within the business with a higher proportion of women now working in higher-paid roles. This is evidenced through the decrease in the proportion of females in the lowest quartiles of pay and an increase in the proportion of females in the lower middle, upper-middle and highest quartiles.

However, it is worth noting that overall, women represent 31% of EminoX's employees. EminoX operates in the manufacturing sector, which has historically had a significantly higher proportion of male employees, particularly in production roles. Increasing the number of women in our business and moving towards an equal distribution of men and women across all levels is recognised as being important.

EminoX is committed to continuing to close the gender pay gap at all levels within the organisation through specific initiatives encouraging men and women to continually develop their careers within our companies. We also aim to increase the pipeline of future talent through our early talent programmes and expand our efforts to encourage females as well as male students into STEM fields.



Mark Runciman
Managing Director – EminoX Ltd