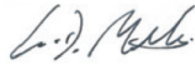


UK GENDER PAY REPORT 2022

THE HEXADEX GROUP

Welcome to our fourth 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 2022 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 **24%**

Mean Gender Pay Gap **9%**

UK National Gender Pay Gap (Median) **14.9%**

Bonus difference between women and men:

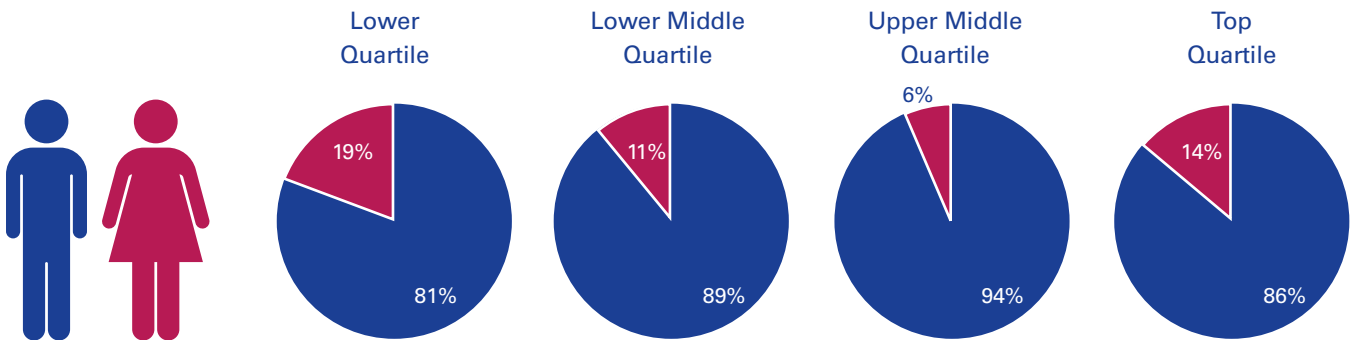
Median Gender Bonus Gap **6%**

Mean Gender Bonus Gap **2%**

Proportion of employees receiving a bonus

Men: **74.6%**

Women: **61.2%**



There continues to be a gradual reduction in the mean pay gap which is down from 10% in 2021 to 9% in 2022. This has been a sustainable positive trend since the first report in 2019 when an 11% gap in favour of men was reported.

It is disappointing to note an increase in the overall median pay gap from 2% in 2021 to 24% in 2022 which compares unfavourably to the UK National Gender median pay gap of 14.9% in 2022. This can be attributed to a higher proportion of female leavers in 2022, females represented 31% of workers in 2021 reducing to 12.7% in 2022. This increase has also been impacted by a higher proportion of females within the lower quartile of pay.

We have seen encouraging results with an increase in females in the upper middle quartile and upper quartile, however, further improvement clearly needs to be made as the overall split remains imbalanced. Eminox operates in the manufacturing sector, which has historically had a significantly higher proportion of male employees, particularly in production roles.

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 have improved our maternity and paternity policies and continue to explore enhancements to our flexible working practices to support work-life balance. 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.




Andy Meakin
Eminox Chairman