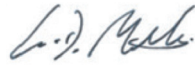


# UK GENDER PAY REPORT 2023

## THE HEXADEX GROUP

Welcome to our fifth 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 2023 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 **10%**

Mean Gender Pay Gap **7%**

UK National Gender Pay Gap (Median) **14.3%**

#### Bonus difference between women and men:

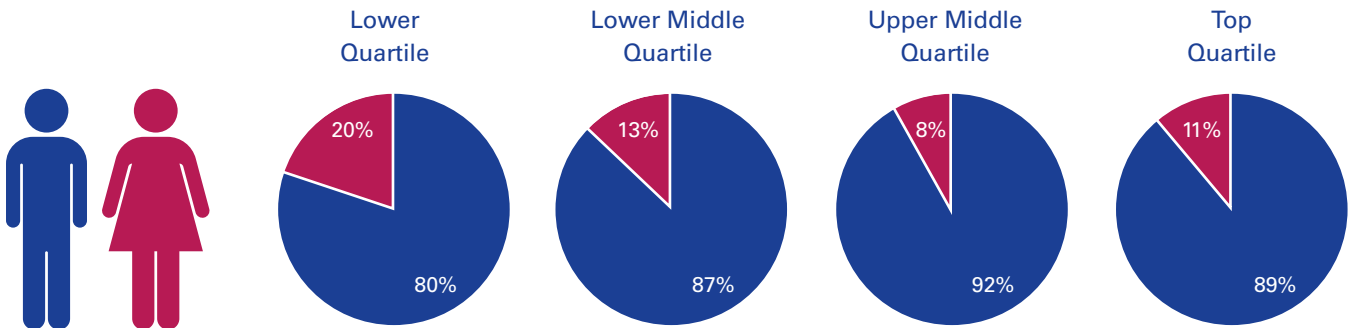
Median Gender Bonus Gap **13%**

Mean Gender Bonus Gap **14%**

#### Proportion of employees receiving a bonus

Men: **64.4%**

Women: **51.3%**



There is a further reduction in both our median and mean pay gaps, down to 10% and 7% respectively from 24% median and 9% mean reported in 2022.

Our work with schools and our recruitment practices are gender neutral, and our recruitment and promotion decisions are based on skills, knowledge and experience irrespective of gender.

Our gender quartile splits are relatively stable with slight increases towards females in the lower middle and upper middle quartiles. Our gender split at the time of this report was 88% / 12% towards men.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We will continue with our strategies of working with schools and universities to promote manufacturing and engineering and by continuing to offer apprenticeships and work placements. This coupled with fair recruitment and promotion practices we will continue to welcome females equally to join our business and to develop their careers with us.




Jonathan Griffith  
Managing Director