

Gender pay gap report for the snapshot date of 5th April 2024

Our Mean Gender Pay Gap is **41.7%**.

Our Median Gender Pay Gap is **38.5%**.

Our Mean Gender Bonus Gap is **72.1%**.

Our Median Gender Bonus Gap is **80.5%**.

The proportion of male employees receiving a bonus is **92%** and the proportion of female employees receiving a bonus is **93%**.

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The “**lower quartile**” (**Band A**) is the lowest group. The “**upper quartile**” (**Band D**) is the highest group.

Table 1 shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

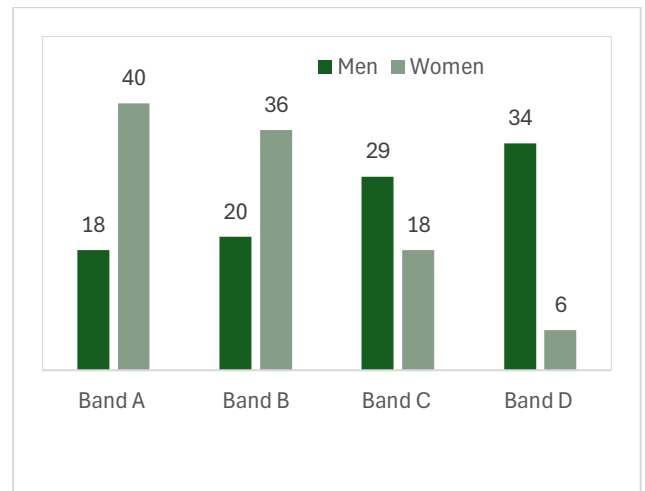
If we had no gender pay gap, there would be an equal ratio of men to women in each band.

However, instead, 52% of the employees in band A are women and 48% men. The percentage of male employees increases throughout the remaining bands, from 52% in Band B to 92% in band D.

Table 1: Pay quartiles by gender

| Band | Males | Females | Included in this band |
|----------|------------|------------|---|
| A | 48% | 52% | all employees whose standard hourly rate is within the lower quartile |
| B | 52% | 48% | all employees whose standard hourly rate is more than the lower quartile but the same or less than the median |
| C | 77% | 23% | all employees whose standard hourly rate is more than the median but the same or less than the upper quartile |
| D | 92% | 8% | all employees whose standard hourly rate is within the upper quartile |

Table 2: Gender breakdown per Quartile



(Quartile Distribution as % of total population)

From the Routeco data, we can observe a significant representation of female employees at the entry-level or lower quartile which suggests potential barriers for female employees to transition from the lowest quartile to the next.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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Overall, the graph highlights gender disparities, particularly in Band A and D. The upper quartile reveals a substantial gender gap, few women reaching the highest levels.

Why do we have a Gender Pay Gap?

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.

The UK Government's gender pay gap reporting database finds that the median pay gap is 9.03% (based on pay information collected on the snapshot date 5 April 2023). Using the same data source, the mean pay gap was 11.8% (CIPD, 2024).

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations) and in technical and engineering roles, which are paid more highly than other roles at similar levels of seniority.

Women are also more likely than men to have had breaks from work that have affected their career progression. They are also more likely to work part time.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. Most Senior and Sales Managers are men.

Our current gender breakdown is 67% Male, 33% Female.

Our Gender Pay Gap is mainly due to more men in senior roles. However, Routeco are a technical distributor in the electrical engineering industry,

which also is predominantly male-orientated. We have 164 males in comparison to 80 females employed in the business.

A high proportion of males occupy senior roles or sales roles, where salaries are higher. Females are on average in support functions and fall predominantly in the lower quartiles banding.

To remain competitive in our market we need to attract people from a wide talent pool preferably with skills in STEM; which remain at a high demand, yet the number of women studying and working in STEM remains low.

Although we are an equal opportunities employer we would like to encourage more women to apply for our sales and technical roles.

What are we doing to address our Pay Gap?

- Actively reviewing our Employer Brand to promote Routeco as an inclusive employer of choice who promotes collaboration, innovation and employee development.
- Carry out regular pay and benefits reviews.
- Family-friendly policies.
- Provide regular training on unconscious bias.
- Have implemented blind CVs as a recruitment tool.
- Evaluate job roles and pay grades with external benchmarking tools to ensure fairness.

We will endeavour to continue our work to ensure that all employees are paid fairly for the work they contribute to our organisation.