



OUR 2017 GENDER PAY GAP STATEMENT

We are committed to a policy of fairness and equality regarding the remuneration of our employees. We are confident that men and women are paid fairly and equally for performing equivalent jobs across the organisation.

We are committed to reducing our Gender Pay Gap, wherever possible.

Pay & Bonus Gap

Difference Between Men & Women

	MEAN	MEDIAN
HOURLY FIXED PAY	18.2%	4.7%
BONUS PAID	73.1%	32.9%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2017). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2017.

The proportion of employees awarded a bonus for the year up to 5th April 2017 is as follows:

MEN	50%
WOMEN	37%

The Pay Quartiles breakdown is as follows:

	QUARTILE 1 (Lowest)	QUARTILE 2	QUARTILE 3	QUARTILE 4 (Highest)
MEN	78.1%	76.2%	73.0%	92.0%
WOMEN	21.9%	23.8%	27.0%	8.0%

The above table outlines the gender distribution. Each quartile contains 63 employees. These figures demonstrate that our company employs significantly more male employees than female employees; as at the snapshot date of 5th April 2017, we employed 202 male employees compared to 51 female employees.

The obvious point to note is that Quartile 1, 2 and 3 show a similar trend whilst Quartile 4 shows a higher gap between pay levels for male and female employees.

The main reasons for this gap are outside of our control, to a large extent. We are an engineering and manufacturing company and there is a nationwide shortage of female engineers. 2017 surveys indicate that only 11% of the engineering workforce is female. Similarly, other key professionals in the areas of Production Management, Quality, Sales and Purchasing, who also possess experience in engineering, are predominantly male. It is clearly noticeable at the Recruitment stage that applicants for any new positions are overwhelmingly male; this is the case across the organisation from Production personnel to Management personnel.

Nevertheless, despite the unavailability of female engineers, or professionals with an engineering understanding, we will continue to make attempts to reduce the gender pay gap wherever possible. This will largely depend on the availability of female engineers but we are also taking active steps ourselves within our Apprenticeship programme.

We confirm the data reported is accurate.

Alistair Morris
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22/03/18

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22/03/18