



OUR 2018 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 to do so.

Pay and Bonus Gap

Difference between Men and Women

	MEAN	MEDIAN
HOURLY FIXED PAY	13.3%	9.48%
BONUS PAID	55%	0.17%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2018.

The proportion of employees awarded a bonus for the year up to 5th April 2018 is as follows:-

MEN	46%
WOMEN	28%

The pay quartiles breakdown is as follows:-

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
MEN	87.5%	76.5%	75%	76.5%
WOMEN	12.5%	23.4%	25%	23.4%

The above table outlines the gender distribution. Each quartile contains 64 employees. These figures demonstrate that our company employees significantly more male employees than female employees; as at the snapshot date we employed male employees compared to female employees.

The obvious point to note is that the upper middle, lower middle and lower quartile demonstrate a similar trend whereas the upper quartile demonstrates a greater gap between male and female employees.

The key reasons for this gap are outside of the control of the business. We are an engineering and manufacturing business and there is a notable nationwide shortage of female engineers. This gap is the same in other areas of the business where an engineering background is vital to business support roles as per Quality, Sales and Purchasing and again these therefore attract a male employee. Endeavours are made at the recruitment stage and initiatives are in place encouraging both female apprentices and encouraging internal applications across all genders.

We continue our endeavours to attract a diverse work force through our recruitment initiatives and to make positive steps towards the narrowing of the gender pay gap at Helical Technology Limited.

We confirm the data reported is accurate at the time of publication.

Alistair Morris

Managing Director, Helical Technology Ltd

Charles Morris

Director, Helical Technology Ltd



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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

Director, Helical Technology Ltd

22/03/18

Charles Morris

Director, Helical Technology Ltd

22/03/18