

Our Gender Pay Gap Report 2022

Faltec Europe Ltd (FEL) is required by law to publish an annual gender pay gap report, using data as at the snapshot date of 5th April 2022. We are committed to the principle of equal opportunities and equal treatment for all employees and as such, we evaluate job roles and pay grades by competencies as necessary to ensure a fair structure. As at the snapshot date, the total workforce comprised 353 employees, of which 321 male and 32 female are relevant for reporting purposes.

The table below shows our overall mean and median gender pay gap, based on hourly rates of relevant employees pay as at the 5th April 2022. It also captures the mean and median differences between bonus payments throughout the 12 months leading up to 5th April 2022.

| Pay | | |
|----------------------------------|----------------------------------|----------------------------|
| Difference between Men and Women | | |
| | Mean | Median |
| Women's Hourly pay | -5.3% * | -3.9% |
| Bonus | | |
| Difference between Men and Women | | |
| | Total colleagues receiving bonus | Percentage receiving bonus |
| Women's | 0 | 0% |
| Men | 7 | 2% |

We can see from the table above that no bonus payments were paid to any women in this reporting year. It should be noted that only 7 bonuses were paid out in our distribution department to aid recruitment and retention.

*We are confident that our gender pay gap is not due to paying men and women differently for the same or equivalent work. Our gender pay gap is the result of the distribution of females in Director and senior roles, along with the skills/education, and salaries that these roles attract.

Pay quartiles by gender.

| Pay Quartiles by Gender | | |
|---|-------|-------|
| Difference between Men and Women in each quartile | | |
| | Men | Women |
| Upper | 88.6% | 11.4% |
| Upper Middle | 92.1% | 7.9% |
| Lower Middle | 92% | 8% |
| Lower | 90.9% | 9.1% |

The above table illustrates the gender distribution at FEL, across four equally sized quartiles; quartiles 1-3 contain 15 employees, and quartile 4 (lowest) contains 14 employees.

All the figures set out in this report have been calculated using the standard methodologies as advised at www.gov.uk.

What is FEL doing to address its gender pay gap?

Whilst our gender pay gap compares favourably with that of organisations within the UK economy, this is not a subject about which we are complacent. We have reviewed our family friendly policies and as an example, we have increased our company maternity pay to be sector leading. We remain committed to continuing to drive inclusivity, promoting equal opportunities across the business. We acknowledge gender diversity is limited in some areas, for example, we have no direct control over the skills/education or career choices that individuals make. We remain committed to exploring methods of attracting and retaining a diverse workforce.

I confirm that the information in this report is accurate.



Alice Ambrose -Thurman

Director and Company secretary