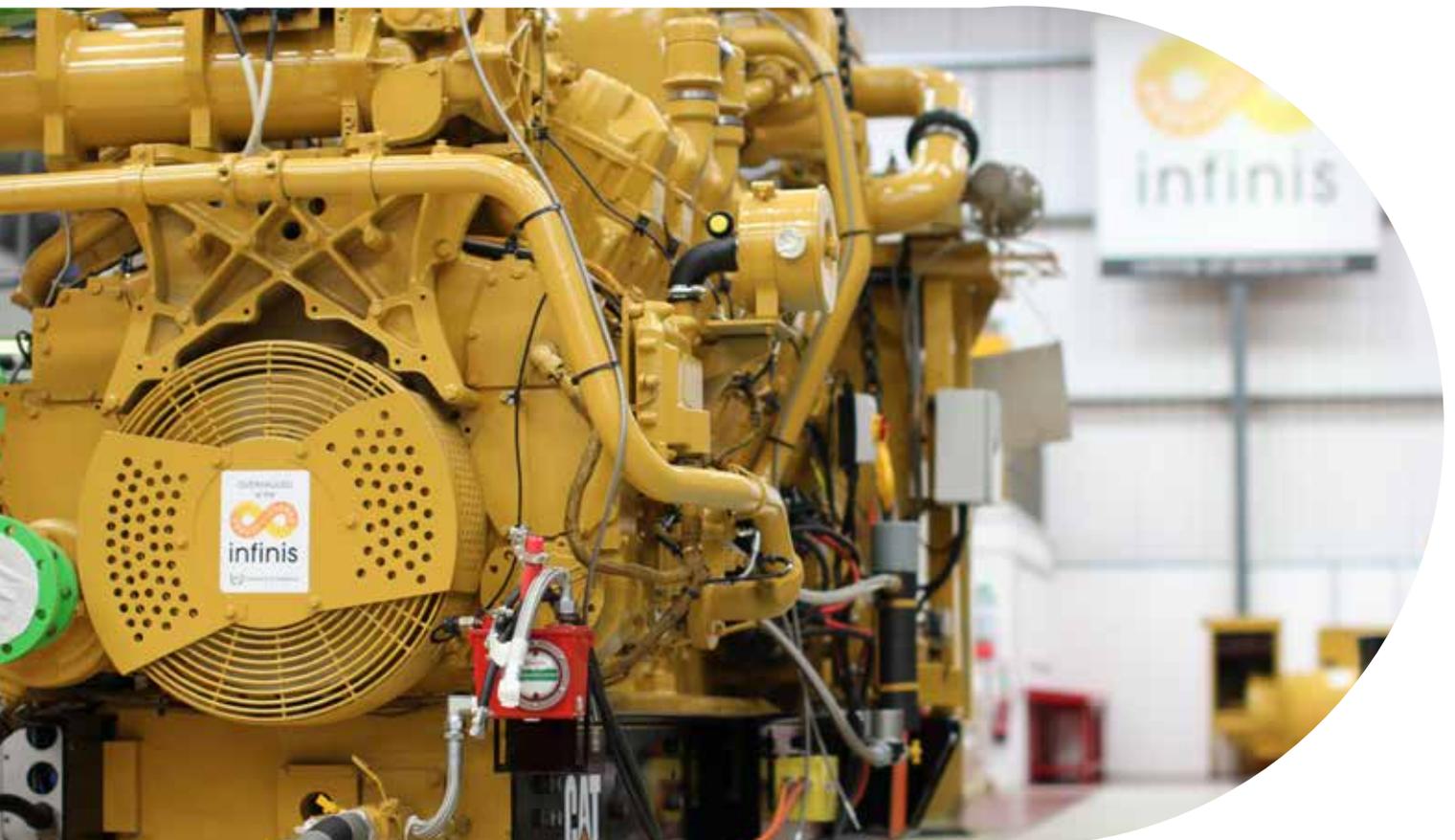
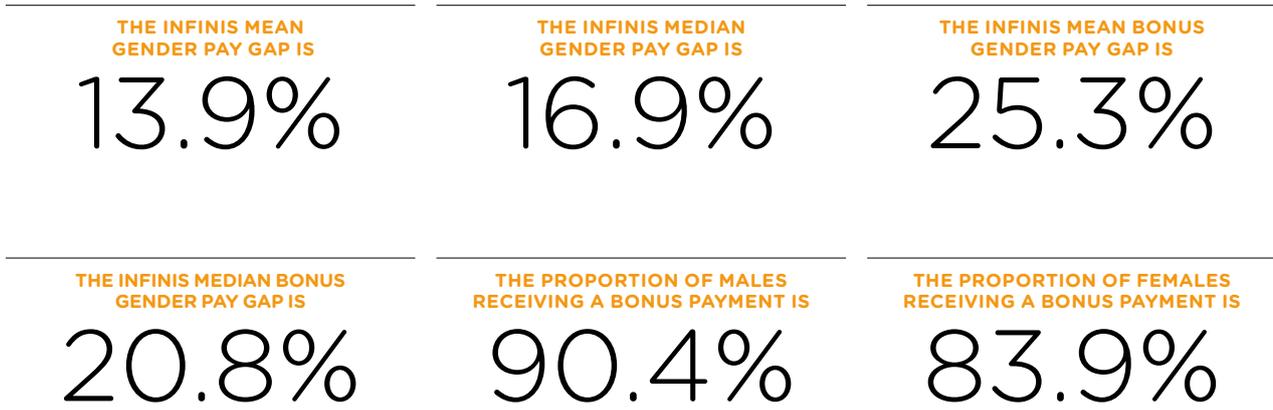




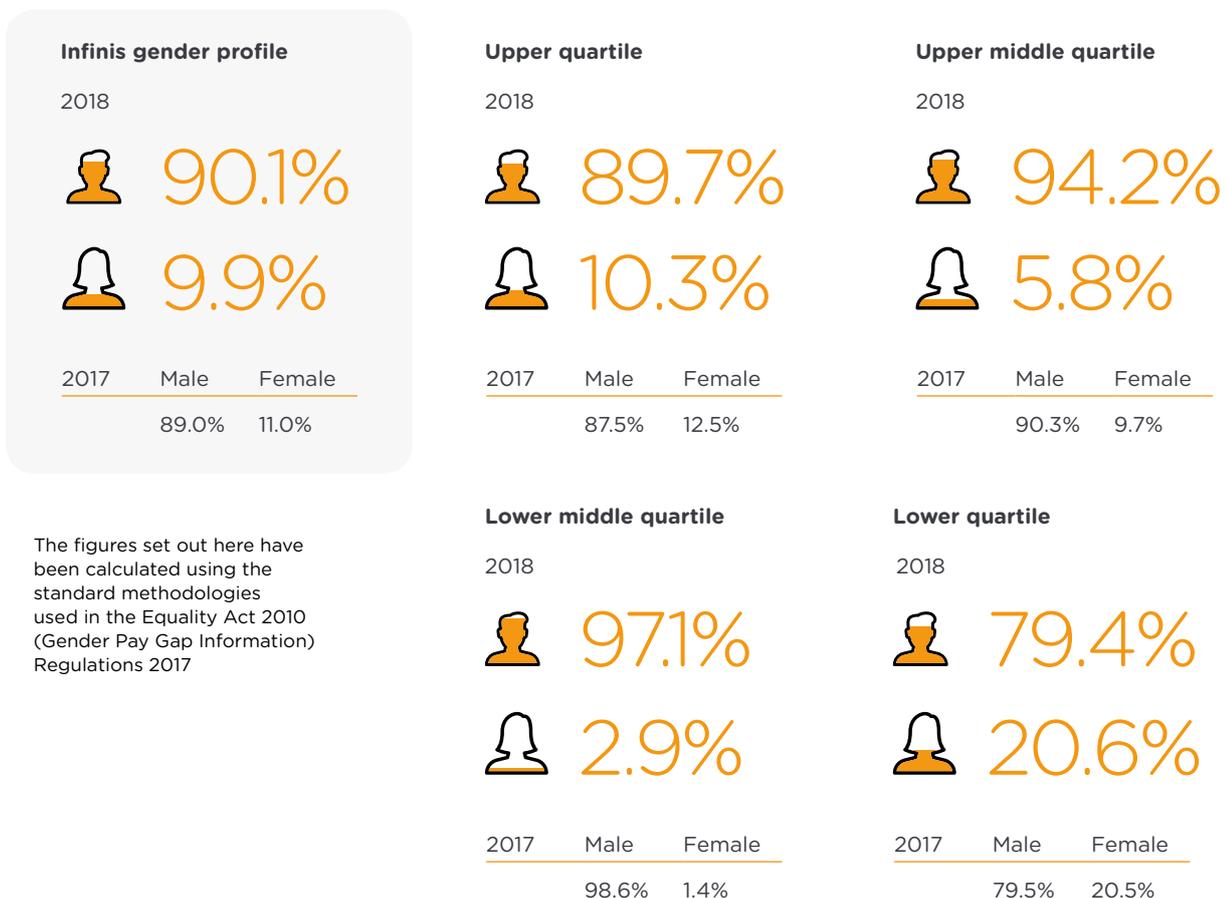
Gender Pay Report 2019



Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.



Pay quartiles by gender





WHAT ARE THE UNDERLYING CAUSES OF INFINIS'S GENDER PAY GAP?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Infinis is committed to the principle of 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. Our Equality, Diversity and Inclusion Policy reinforces the commitment to both the legal, moral and ethical requirements to treat people consistently. We have also undertaken thorough training for managers in this area.

Infinis is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract across the industry.

Across the UK economy as a whole, men have been historically more likely than women to be in senior roles (especially very senior roles at the top of organisations.). In addition, men are considerably more likely to be in 'blue collar' engineering roles, which constitute large proportions of the Infinis workforce. The UK has the lowest proportion of female engineers in Europe, and Brexit may well create barriers to enriching this population.

As a company that prides itself on succession planning, and developing strong managerial cohorts from within the organisation, this then exacerbates gender pay gaps at more senior levels of the business.

This pattern is reflected across the UK engineering sector. According to a study commissioned by 'The Engineer', only 8% of engineering professionals are female, with

an average salary differential of £10,000 between genders; some form of pay differential exists at every level of seniority. Essentially, there are fewer females in engineering, and those that are in place are paid less than their male counterparts.

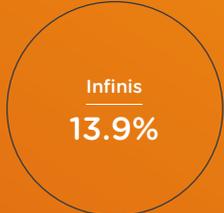
Worryingly, in 2017, only 15% of engineering undergraduates in the UK were female, and there is absolutely work to be done across the sector to improve this situation. It should be noted that there is today virtually no difference between genders on the take-up of STEM subjects at GCSE level, so it can be hoped that a rebalancing of this worrying statistic will be seen in the short to medium term.

HOW DOES INFINIS'S GENDER PAY GAP COMPARE WITH THAT OF OTHER ORGANISATIONS?

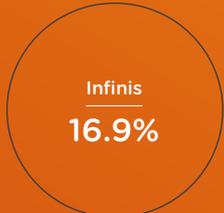
Many organisations have a gender pay gap, and we are pleased to be able to say that Infinis's gap compares favourably with that of other organisations. However, it should be noted though, that when viewed with the comparative data for 2017, progress has been slow, with most indicators trending in the wrong negative direction.

Both the mean and median gender pay gaps for Infinis remain lower than averages across UK industry, according to data provided by the Office of National Statistics

The mean gender bonus gap and the median gender bonus gap for Infinis are larger at 25.3% and 20.8% respectively. These figures are driven by issues around the scheme metrics, with the more male dominated, 'senior' schemes having higher potential bonus awards. In addition, pro-rated bonuses (paid to part-time employees, who are primarily female) are not adjusted for the purposes of reporting. The period also saw a number of one-off retention payments, made to senior personnel, and given the earlier commentary with regard to the gender split in the upper quartile, this factor exacerbates the gap.



Mean gender pay gap



Median gender pay gap





What is Infinis doing to address its gender pay gap?

While Infinis's gender pay gap compares favourably with that of organisations across the whole UK economy, in a sector with some known and inherent challenges, there is still a clear gender pay gap, which has not reduced significantly over the last 12 months. We remain steadfastly committed to addressing this.

The specific steps that we will take to support our commitment to tackling the gender pay gap challenge are:

External Partnerships

In addition to the Employers Network for Equality and Inclusion (enei), we have commenced a formal working relationship with Business in the Community (BITC) to ensure we are best placed to understand best practice in regard to gender pay, alongside employment challenges for all under represented sectors of society.

Bonus Scheme Review

Our most junior bonus scheme incentivises staff to earn up to 10% of their annual salary as a bonus. This scheme is solely for office-based personnel, with the closest operational 'field' scheme being at the rate of 15%. 49% of female employees are eligible for this scheme, compared with 1% of male employees. Consideration should be given to increasing this scheme to a more equitable 15%, which would have considerable impact on gender bonus gaps.

Seeking more diverse shortlists

All of our core recruitment partners have been briefed on our need for more gender diverse shortlists, when it comes to recruitment. In the future, we are considering a differing fee structure, based on the gender diversity of these shortlists.

Supporting parents

We continue to have attractive policies for parents returning to the work place.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Infinis is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Shane Pickering, Managing Director, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'S. Pickering'.

Date
March 27, 2019