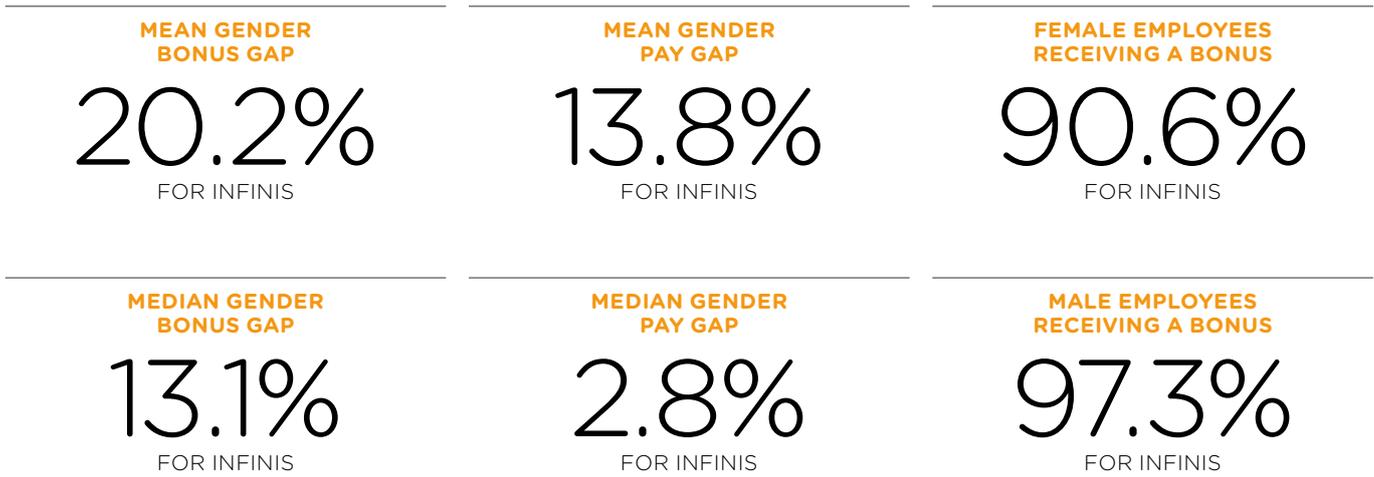




# INFINIS GENDER PAY GAP REPORT 2017



Infinis is required by law to publish an annual gender pay gap report. (Data provided correct as at April 5th 2017)



Pay quartiles by gender

LOWER QUARTILE



79.5%



20.5%

LOWER MIDDLE QUARTILE



98.6%



1.4%

UPPER MIDDLE QUARTILE



90.3%



9.7%

TOP QUARTILE



87.5%



12.5%

What are the underlying causes of Infinis 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 recently amended Equality, Diversity and Inclusion Policy reinforces the commitment to 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.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Across the UK economy as a whole, men are 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. As a company that prides itself on succession planning, and developing strong managerial cohorts from within the organisation, this then exacerbates gender pay where more females are employed at lower levels of seniority in the business.

**How does Infinis gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Infinis gap compares favourably with that of other organisations.

**Both the mean and median gender pay gaps for Infinis are significantly 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 20.5% and 13.1% respectively.** These figures are driven by issues around the scheme metrics, with the more male dominated, 'senior' schemes having higher potential bonus awards. Proportionately twice as many females work in the lower quartile than in the business holistically.

The proportion of men at Infinis who received a bonus in the 12 months to 5 April 2017 was 94.6%, while for women this was 90.6%. This reflects our culture where all staff are entitled to an appropriate bonus scheme, with the differences being attributable to issues around timing and eligibility for the particular reference period in question.

**Infinis**

**MEAN GENDER PAY GAP**

13.8%

**MEDIAN GENDER PAY GAP**

2.8%

**2017 ONS ASHE whole sector**

**MEAN GENDER PAY GAP**

17.4%

**MEDIAN GENDER PAY GAP**

18.4%

**What is Infinis doing to address its gender pay gap?**

While Infinis' 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, and we are committed to address this.

It is encouraging to see certain macro changes that will support a broader culture within the engineering sector that we can take advantage of in the future, such as an increase in the proportion of female applicants to engineering degrees (14% in 2010/11 to 27% in 2015/6). We would wish to see this replicated in apprentices where only 7% are female. This will undoubtedly impact on the future earning capacity of females, as within Infinis, senior roles in Operations are often filled by ex-apprentices

To date, the steps that Infinis has taken to promote gender diversity in all areas of our workforce include the following:

- **Partnering with Employers Network for Equality and Inclusion (enei)** 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. As gender pay becomes more established as an organisational principle, it is anticipated that we will be able to better position ourselves for future challenges.
- **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 differentiated fee structure, based on the gender diversity of these shortlists.
- **Supporting parents:** We continue to have attractive policies for parents returning to the workplace.

None of these initiatives will, in 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.



26 March 2018