

Annual Gender Pay Gap

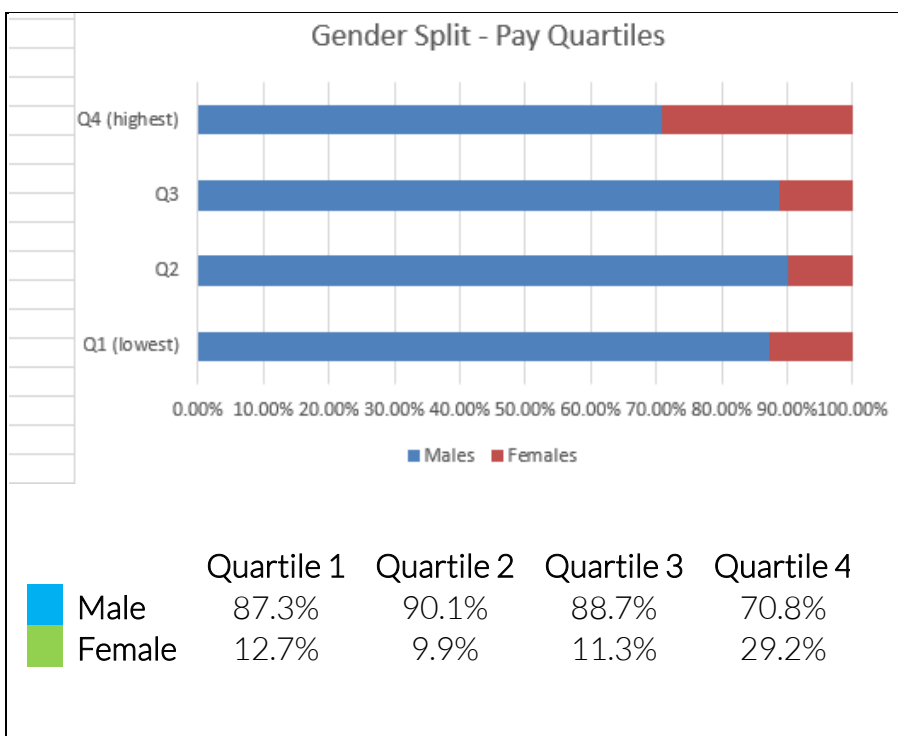
Data based on snapshot date of 5 April 2020



Under the Equality Act 2010, it has been a requirement since April 2017 for companies with over 250 employees to annually disclose their Gender Pay Gap. Here we provide the statutory information, together with the context of the results.

At the snapshot date 5 April 2020, there were 285 relevant employees: 240 male and 45 female, which means that 85% of our workforce is male.

Mean hourly pay difference between male and female employees	-44.5%	Overall, ESP has a 'positive' gender pay gap – women are paid more than men. This is a reflection of the types of roles our employees perform and the fact that more women are employed in Head Office functions.
Median hourly pay difference between male and female employees	-17.2%	



At the snapshot date, 64% of our female workforce were in Quartiles Q3 and Q4. A large proportion of these roles are based in our Head Office in the South East of England where salaries tend to be higher on average.

Our male employees are spread fairly evenly across Q1-3 but there are less men in Q4. The roles performed by our male employees are UK wide and predominantly site / field based.

Percentage of men receiving a bonus within the 12 month period	23.3%	In line with the gender pay reporting requirements, bonuses also include staff awards (employee recognition & long service) and recruitment referral payments which are for relatively low values. Only commission was paid in 2019/21. No bonuses were paid as a result of the Covid-19 pandemic.
Percentage of women receiving a bonus within the 12 month period	23.4%	

Median bonus pay difference between male and female employees	-233.3%	More men have received the lower value staff awards or referral bonuses and this has significantly skewed the Mean and Median bonus pay results.
Mean bonus pay difference between male and female employees	-273.6%	

In total, 56 male employees, compared with 11 female employees, received a bonus.

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ESP 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. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- Carry out pay and benefits audits at regular intervals
- Evaluate job roles and pay grades as necessary to ensure a fair structure
- Have measures in place to ensure that pay reviews are fair.

Whilst we are confident that men and women are paid consistently for the same or equivalent work, we will continue to look at how we can narrow our gender pay gap. At present we believe that the pay gap is a reflection of the roles performed by our male and female employees in our organisation and the concentration of female employees within our Head Office. The bonus figures are also skewed by the inclusion of modest employee recognition payments.

I, Sarah Hunt, HR Director, confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to read 'Sarah Hunt'.

Signed:
1 September 2021