

Gender Pay Gap Report

Calculated based on a snapshot date of 5 April 2023



At ESP, our mission is to delight every customer every time by having the best people delivering the best service anywhere in the world. People are the heart of our business and we continue to focus on ensuring that we provide growth and development opportunities across the company.

Our Gender Pay Data

The figures in this report represent our aggregated results which include all applicable employees in the UK as of 5 April 2023.

Our report is aligned with the requirements of the UK regulations where organisations with more than 250 applicable employees must report the mean and median gender pay gap, the bonus gender pay gap, the proportion of men and women who receive a bonus and the distribution between genders across pay quartiles.

It is important to note that gender pay is different to equal pay, which requires men and women in the same job or job of equal value to be paid the same.

Understanding our Data

In the UK we have 304 applicable employees, with 47 of these being female representing 16% of our UK population.

Gender Pay Gap Data



-30.93%
Median Gender
Pay Gap



-36.20%
Mean Gender Pay
Gap



16.7%
Median Bonus Gap



-55.20%
Mean Bonus Gap



19.84%
Men received a
bonus





25.53%
Women received a
bonus

Overall, ESP has a 'positive' gender pay gap for both our Median and Mean Gender Pay, meaning that more women receive a higher hourly rate than men. This is in part a reflection that our Head Office is based in the UK where more women are employed, compared to the rest of our business.

For bonus, we have a 'positive' Mean Bonus Gap, with females receiving a higher rate of bonus than men. However, we have a Median Gender Bonus Gap, explained by ESP having a predominantly male workforce due to our industry, receiving a higher number of bonus types (long service awards, employee referral payments, bonus, commission etc.), causing the median to be higher for our male employees.

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	Lower	Middle Lower	Middle Upper	Upper
	93.4%	88.2%	88.2%	68.4%
	6.6%	11.8%	11.8%	31.6%

Compared to last year, our female headcount has remained static whilst our male headcount grew and as a result, we have seen a reduction of female representation across all quartiles with the exception of our Upper quartile. Many of our female employees occupy more senior positions in our Head Office which is based in the UK which would explain the increase seen in the Upper quartile compared to the rest of the headcount.

We continue to see shortages of females in the IT industry, and we have particular challenges sourcing females into site and field based roles, which is one area that we continue to focus on as a business. However, we do have a majority female representation in our Finance, Project Management and People functions.

Reflections and Looking Forward

Lead by our new HR Director, ESP's leadership will focus on building strong foundations in all aspects of our People operating model, to include a global transformation landscape inclusive of a talent management strategy focused on succession planning, career management and pathing and early career investment to provide our employees clearly defined development and progression routes within the company.

We confirm that the information and data provided is accurate and in line with regulatory requirements.



Mike Harling
Chairman



Mike George
People Director