

Texecom recognise that to pursue our mission of gender equality we must reflect the diversity of talent available in the UK and strive to build a balanced and diverse workforce.

We support equality through fair pay. We're confident that men and women are paid equally for doing the same job at Texecom. However, because we have a greater proportion of men than women in senior roles and professional disciplines, and a greater proportion of women than men in part time roles, this creates a gender pay gap based on the calculation methodology the government has instructed.

We also recognise that there is a wider problem of attracting women into engineering. Statistics, as reported by the Institute of Engineering and Technology's (IET) 2016 Skills Survey, show that only 9% of the engineering workforce is female in the UK.

We are working hard to address this imbalance through company initiatives, and inclusive and diverse recruitment.

Addressing the disparity in gender representation at senior and professional levels will take time, but it will help close the current gender pay gap at our company.



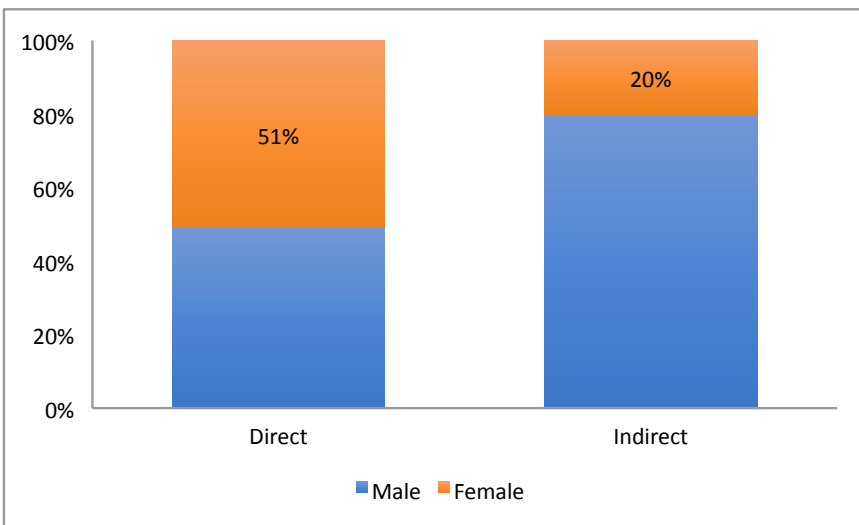
Jim Ludwig
Managing Director



Gender Pay - Key Information

Dependent on skill and experience, we are confident that men and women are paid equally for doing equivalent jobs across the company. However, the main reasons for our organisation-wide gender pay gap is an imbalance of male and female colleagues across the organisation in professional disciplines in comparison to nonprofessional disciplines.

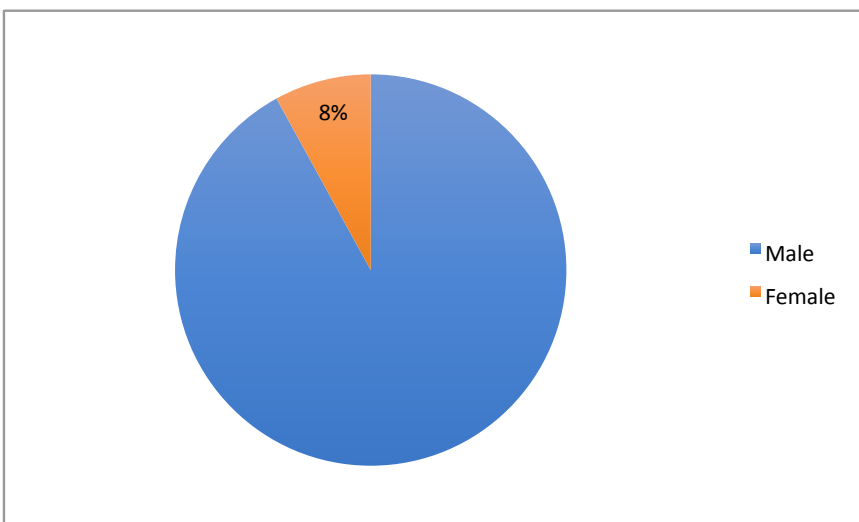
Direct / Indirect Population (%)



Gender in Engineering

Whilst we possess a typical percentage of women in engineering roles as IET statistics demonstrate, we endeavour to attract more females into STEM disciplines through initiatives to assist in improving future female representation.

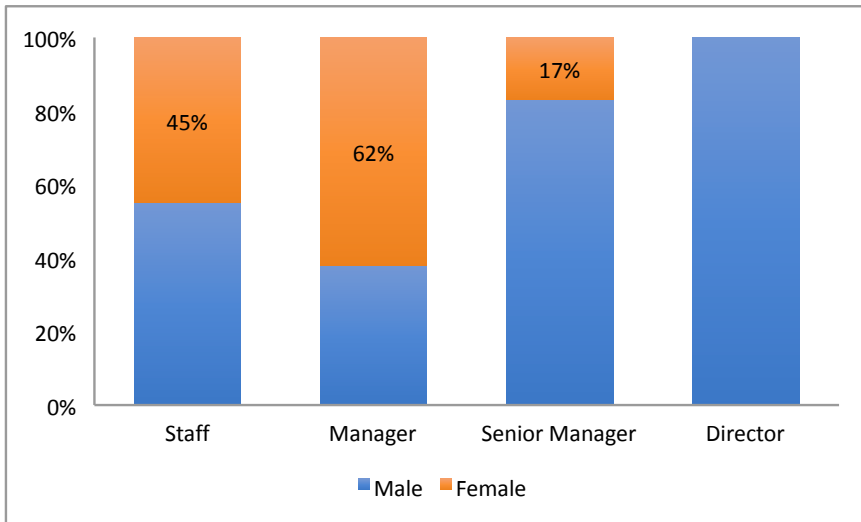
Gender Distribution In Engineering Positions (%)



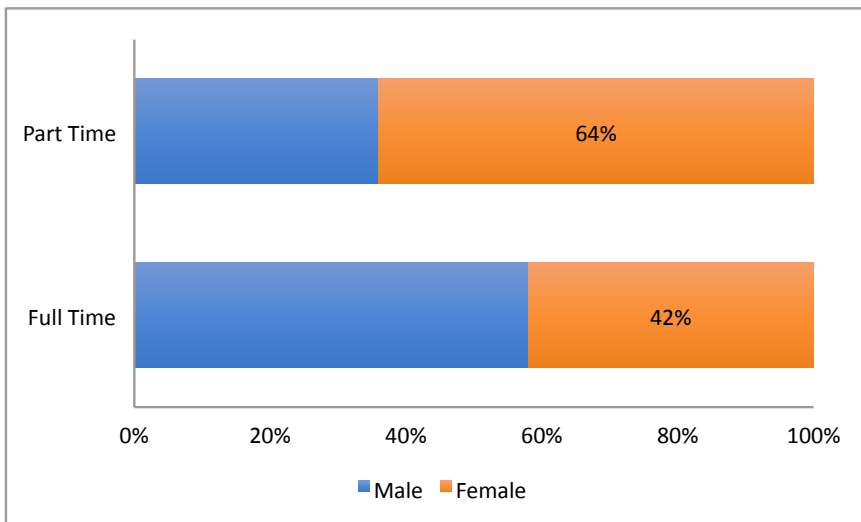
Roles

In addition, at present there are fewer women in senior roles than men, and there are more women in lower scales, including crucial part-time roles.

Staff Levels (%)



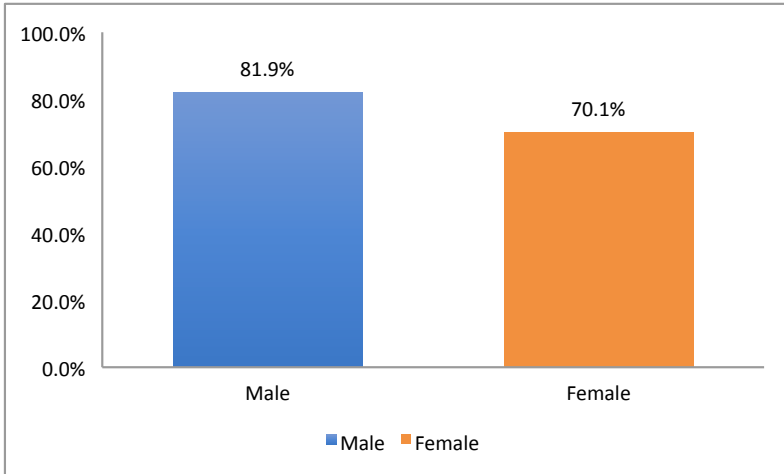
Part Time Vs Full Time (%)



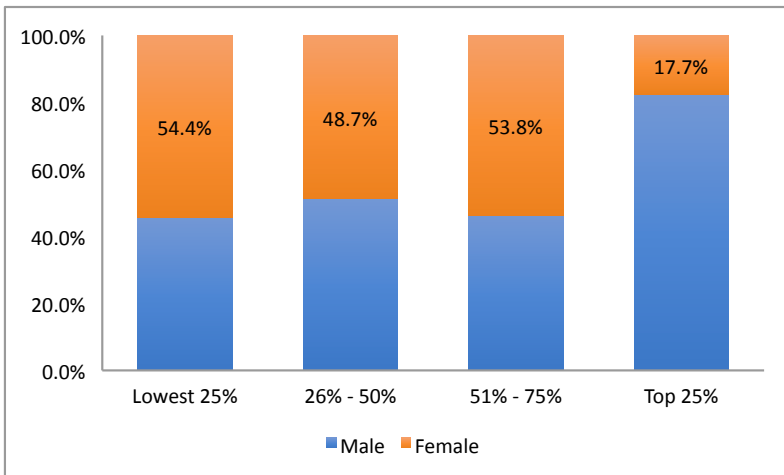
Reported Figures

Mean Gender Pay Gap	27.6%	Mean Bonus Gap	73.9%
Median Gender Pay Gap	8.0%	Median Bonus Gap	15.0%

Bonus Proportions



Quartile Pay Bands



How we are addressing the pay gap

We know we must be proactive about attracting and retaining diverse talent to help us achieve our company mission and accelerate our growth.

These are some of the current initiatives we have in place, as well as initiatives we are planning to implement next year; ensuring an inclusive culture, diversity initiatives and proactive female board/management recruitment.

