

At Texecom we recognise the compelling moral and business cases for diversity and inclusion at work. We see diversity and inclusion as an essential part of our productivity, creativity, innovation and competitive advantage. Texecom firmly believe that our workforce is better when it reflects the diversity of talent in the communities in which we operate, and we strive to build a balanced and diverse workforce.

Our diversity and inclusion practices seek to ensure equality of opportunity and treatment for all. We work hard to ensure that opportunities are made available to all the diverse talent we need to succeed.

Gender pay gap data allows us to assess the impact of our diversity and inclusion practices on gender equality. We are confident that men and women are paid equally for equivalent work at Texecom.

2020 Gender Pay Gap

We have made strong progress implementing initiatives to address the gender pay gap, notably through inclusive and diverse recruitment, company-wide diversity and inclusion training, flexible working around childcare to help with COVID restrictions, and a new, enhanced, parental leave policy.

While the response to the first wave of the COVID pandemic has had an impact on our reported gender pay gap figures, our underlying gender pay gap data shows strong progress in the past year. Adjusting to remove the impact of temporary COVID restrictions demonstrates a median pay gap of 0.9% (a reduction from the prior year's gap of 12.8%). Adjusted mean or average pay gap reduced to 29.6% (from 30.1%).

Company Initiatives & COVID-19 Response

Our strong progress has been the result of a number of company-wide initiatives that continue to make Texecom an inclusive and flexible working environment:

- We ensure that diversity is considered in all hiring decisions
- Through training, support and flexible working practices, we ensure Texecom is an inclusive place to work
- Our parental leave policy offers 14 weeks full pay regardless of gender (Halma group policy)
- We launched 'Accelerate Inclusion', a diversity and inclusion (D&I) programme that promotes company-wide discussion on D&I, creating awareness, driving behaviour change and helping create an inclusive working environment
- Created an internal Mental Health team, raising awareness of mental health issues, providing guidance and best practice to support positive mental health, and offering a confidential service for team members that need individual support

Throughout the COVID pandemic, we have provided additional support to our team members:

- Texecom did not participate in the UK Government furlough scheme. However, Texecom did implement a self-funded furlough scheme, equivalent to the UK Government scheme, to support and retain staff members who were temporarily not required during the initial surge of the pandemic
- Our 'TexecomUnity' internal communications app has provided a critical service communicating company-wide notifications and updates in response to ever-changing government advice
- We have encouraged and facilitated home working and flexible working practices to protect staff and to help with childcare and other family support requirements

2020 Reported Figures

The underlying gender pay gap data at Texecom is still reflective of us currently having fewer male colleagues in less highly paid occupations, and fewer female colleagues represented in senior roles.

However, our strong progress has not been reflected in the 2020 reported data, as these results have been significantly impacted by the dramatic market conditions caused by COVID-19.

The self-funded furlough scheme had a significant impact on our reported gender pay gap data. Male colleagues in less highly paid occupations were disproportionately affected by the internally funded furlough scheme, which temporally, and artificially, increased the reported gender pay gap.

Accordingly, during the 2020 reporting period, our median pay gap was 34.2% (an increase from the prior year's gap of 12.8%). Our mean or average pay gap for the same period was 37.4% (increased from 30.1%).

Had the self-funded furlough scheme not been in place, our gender pay gap data would have shown significant progress. Adjusted figures removing the impact of the internally funded furlough scheme would have reported our median pay gap of 0.9% (a reduction from the prior year's gap of 12.8%). Adjusted mean or average pay gap reduced to 29.6% (from 30.1%).

We are confident the longer-term trend will improve, and our continued efforts will help close the current gender pay gap and achieve our diversity goals.



Jim Ludwig
Managing Director

Gender Pay - Key Information

Dependent on skills and experience, we are confident that men and women are paid equally for doing equivalent work across the company.

However, the main reason for our gender pay gap is a disproportionately higher representation of male colleagues in higher paying occupations such as senior leadership roles and disproportionately higher representation of female colleagues in lower paying occupations – a significant factor driving this is the higher uptake of part-time and job share roles amongst female colleagues.

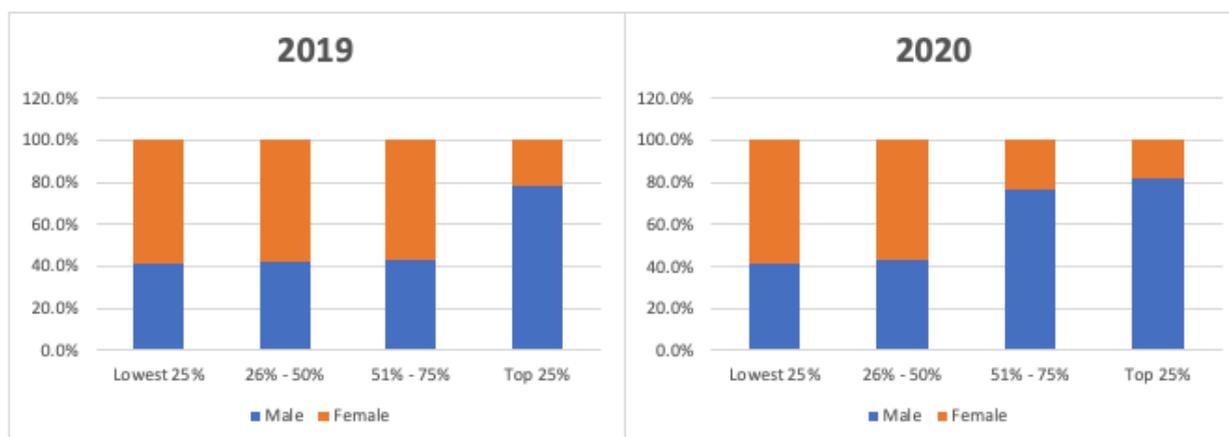
During the 2020 reporting period, our internally funded furlough scheme, as a direct response to market conditions caused by the COVID-19 pandemic, had a significant impact on our reported gender pay gap data. Male colleagues in less highly paid occupations were disproportionately affected by the internally funded furlough scheme, which temporally, and artificially, increased the reported gender pay gap.

Reported Figures

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Texecom Gender Pay Gap Data	2019	2020
(a) Mean Gender Pay Gap	30.1%	37.4%
(b) Median Gender Pay Gap	12.8%	34.2%
(c) Mean Bonus Gap	71.3%	78.7%
(d) Median Bonus Gap	41.7%	29.4%
(e) Bonus Proportions	Male 83.8% Female 78.5%	Male 87.3% Female 87.7%

(f) Quartile Pay Bands (Headcount Ratio)



Adjusted Figures

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Adjusted Texecom Gender Pay Gap Data	2019	2020
(a) Mean Gender Pay Gap	30.1%	29.6%
(b) Median Gender Pay Gap	12.8%	0.9%
(c) Mean Bonus Gap	71.3%	78.6%
(d) Median Bonus Gap	41.7%	29.4%
(e) Bonus Proportions	Male 83.8% Female 78.5%	Male 87.3% Female 87.7%

(f) Quartile Pay Bands (Headcount Ratio)

