




Exyte Hargreaves is one of the UK's leading mechanical HVAC engineering and manufacturing businesses, operating across all high integrity and complex building sectors. Calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and includes data as of the snapshot date of 5 April 2018. Results produced for Exyte Hargreaves by  RSM

Mean gender pay gap	44.5%
Median gender pay gap	38.5%
Mean gender bonus gap	100%
Median gender bonus gap	100%
The proportion of male employees receiving a bonus	44.1%
The proportion of female employees receiving a bonus	0.0%

Quartiles	Males	Females	Description
Lower	76.8%	23.2%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle	85.7%	14.3%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle	94.3%	5.7%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper	100.0%	0.0%	Includes all employees whose standard hourly rate places them in the upper quartile

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. Exyte Hargreaves remains 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.



What are the underlying causes of Hargreaves gender pay gap?

Hargreaves is able to demonstrate that its gender pay gap follows an industry trend which is reflected within its male-dominated workforce dynamic, rather than a consequence of paying its male and female employees differently for the same or equivalent work. Of the employees who were fully paid in the period, and therefore part of the pay gap calculations, 249 were men and 30 were women.

A lack of women candidates applying for roles at a senior level is visible in the upper middle quartile and upper quartile statistics. A restructure at senior leadership level has seen more senior leaders in the business than ever before, yet as shown by the figures, the vast majority of these are male. Gender imbalance is commonplace within our industry, however is something that we are taking steps to address within our business.

Overall, staff retention is not an issue across the business and there are defined career pathways for all employees. Hargreaves continues to annually benchmark against industry salaries in various locations throughout the UK, with structured pay bandings to ensure consistency in pay across all roles, regardless of who is fulfilling it.

Hargreaves is committed to increasing a greater gender balance across its operations. We are striving to review our talent acquisition methods in order to attract more women into the organisation and into more roles across the business.

Recruitment is open to all. We have excellent examples of talented women across the business undertaking roles such as Lead EHS Manager, Assistant Labour Manager, HR Officer, Quantity Surveyor, Compliance Engineer, Project Engineer and CAD Engineer.

Overall we seek to not only to increase our gender balance but also establish how ways of working could be changed in order to achieve this. We will clearly show career pathways for all of the workforce through our commitment to training and development as well as coaching and mentoring.

Hargreaves is currently undertaking a significant skills transformation. As part of this we promoted several female colleagues last year, and are funding external qualifications for a number of our talented female employees. We aim to continue developing our colleagues through the business in line with their career aspirations.

I, Andy Sneyd, confirm that the information in this statement is accurate.



Andy Sneyd
Managing Director – Exyte Hargreaves

How has our gap changed?

Although the mean and median bonus gender pay gap sit at 100%, when delving into the statistics behind these figures, we can explain that the vast majority of bonuses received were paid to our site operatives, who are entitled to a monthly and quarterly bonus as part of National Agreements which come into effect on the majority of project sites we operate on. As this part of the workforce is comprised of all males, the figures reflect this.

The bonus scheme structure remains consistent and is not indicative of a disproportionate bonus being paid to female employees, however is a reflection of the absence of women within these roles.

How is Hargreaves addressing its gender pay gap?

- We are working closely with local schools and colleges in promoting Women in Engineering. We are attending schools to educate students on a career in engineering and the vast opportunities available to them, as well as showcasing some of our female employees success stories. Exyte Hargreaves tries to encourage students into the industry and hopes to readdress some of the common misconceptions around engineering roles.
- We are continuing to invest a lot in our people, and are taking on more apprentices through our Engineering Young Talent Programme in the coming months. Last year, 16% of our EYTP cohort were female recruits, and this year we have maintained this percentage. Following our huge success stories from previous years, we look forward to welcoming our new EYTP colleagues. We continue to drive this and estimate that by 2022, approx. 30% of our workforce will have been recruited through this programme.
- Exyte Hargreaves will carry on offering a range of apprenticeships in areas such as Engineering, Welding, Craftsperson, Quantity Surveying, Quality and Health & Safety.
- We will continue to celebrate our female colleagues by promoting Women in Engineering through our social media channels.

Whilst we are mindful that none of these initiatives will solely remove the gender pay gap - and it may be several years before any have an impact – in the meantime Exyte Hargreaves is committed to reporting on an annual basis on the actions it is taking to reduce the gender pay gap and the progress that it is making.