



2017 Gender Pay statement Xerxes Equity Group

Within the Xerxes Equity Group, we are proud to have a diverse workforce and attract applicants of differing ages, backgrounds and nationalities. With this ethos, we believe in equality through fair pay.

At the reporting point in April 2017, our UK operational employee base reflected 274 employees, split 239 (87%) male and 35 (13%) female. They are based across our 7 sites, which manufacture a variety of architectural building products and systems.

Our shop floor (blue collar) population is 161 employees (160 male / 1 female) with our operational and commercial sales team (white collar) population at 113 employees (79 male / 34 female).

2017 Reporting facts

Gender Pay Gap

CALCULATION	MALE	FEMALE	RESULT
MEAN GENDER PAY GAP	£13.66	£14.77	-8%
MEDIAN GENDER PAY GAP	£9.91	£12.82	-29%

*MEAN = average of all hourly rates divided by number of employees
MEDIAN = hourly rate that is positioned in the middle (50%) of the list of employees*

The results of the **Gender Pay Gap** reflect on how our employees are grouped within the business. A 'negative' result reflects on the fact that most of our female population of employees work in office support (white collar) roles. These roles are predominantly paid at a higher rate of pay than those on the shop floor, where at least 35% of this population are on National Minimum Wage.

Bonus Gender Pay Gap

CALCULATION	MALE	FEMALE	RESULT
MEAN BONUS GENDER PAY GAP	£887	£1,894	-114%
MEDIAN BONUS GENDER PAY GAP	£520	£702	-35%

*MEAN = average of all bonus payments made divided by number of employees who received bonus
MEDIAN = bonus payment that is positioned in the middle (50%) of the list of employees who received bonus*

	MALE	FEMALE
PROPORTION OF MALE & FEMALE EMPLOYEES RECEIVING BONUSES IN PREVIOUS 12 MONTH PERIOD	38%	23%

The results of the **Bonus Gender Pay Gap** reflect on the proportion of bonuses given out during the 12-month period. Higher value levels of bonus payments were received by females, but a larger proportion of male employees received bonuses which were at a lower value. The bonus structures in operation during the period were not group wide – they focused on certain manufacturing sites and some specific target related achievements. Most of these bonus payments were made to shop

floor employees, which were related to output performance and were generally lower than the mean value. The median bonus values show a closer relationship of payment levels.

Proportion of males & females in each quartile pay band


QUARTILE	MALE	NO. OF EMPLOYEES	FEMALE	NO. OF EMPLOYEES
LOWER	94.20%	65	5.80%	4
LOWER MIDDLE	92.60%	63	7.40%	5
UPPER MIDDLE	78.30%	54	21.70%	15
UPPER	83.80%	57	16.20%	11
		239		35

As described in the introduction, the quartiles reflect the way our employees are proportioned with regards to their role within the business (blue and white collar). As where the distribution of male employees is consistent throughout the quartiles, most of the female employees fall within the Upper Middle and Upper bands.

Our commitment to improve our Gender Pay Gap

1. Continue to work on our principle of being fair and equitable with the way we pay our current employees as well as new starters to the business.
2. Look to move towards paying the 'national living wage' rather than National Minimum Wage for our blue collar workers.
3. Expand our performance reward scheme across our business, so that all blue and white collar employees have the opportunity to achieve a bonus payment during the financial year.
4. Proactively use our performance review process to recognise key talent and to ensure appropriate training and development is put in place for all employees who want to aspire to middle and senior management positions within the business.

This statement confirms that the published information is accurate at the time of publishing.



Oliver Townsend
Director – Capability

13th March 2018