

Gender Pay Gap Report

What is the gender pay gap?

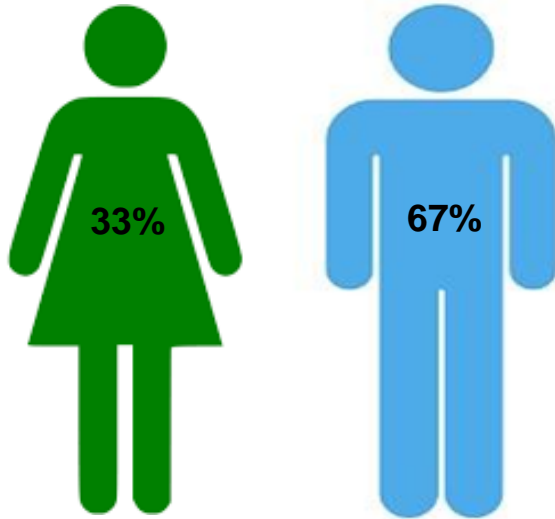
Under the UK Government's Gender Pay Gap regulations, UK companies must publish the Gender Pay Gap information for all legal entities within the UK that employ more than 250 people.

The Gender Pay Gap shows the difference in average pay between men and woman within a workforce, through a number of different statistics. It is not the same as Equal Pay, which relates to differences in pay between a man and a woman who carry out the same or similar jobs or work of equal value.

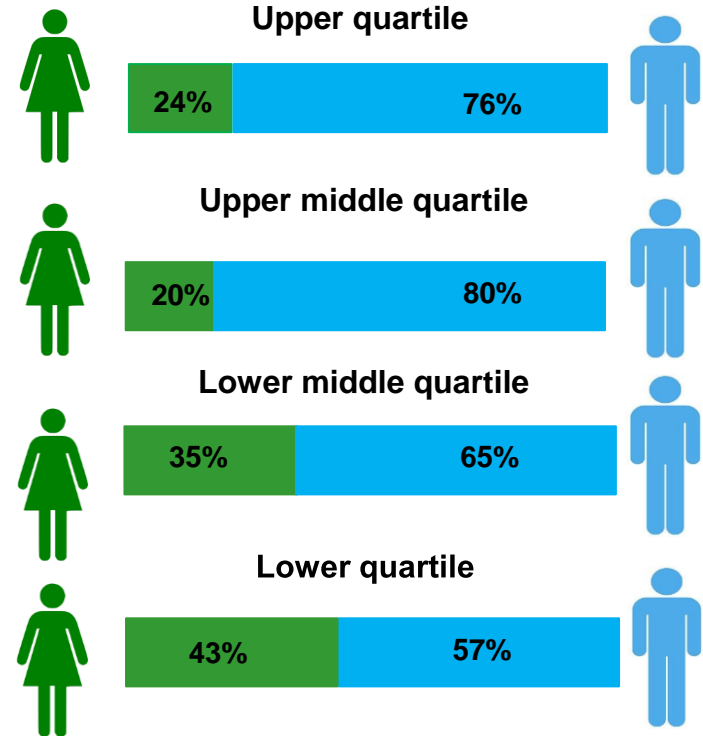
Summary

Owen Mumford employs 584 in the UK, 33% of whom are females. The business typically employees in areas of manufacturing and engineering where women, industrywide, are under represented. The number of women in senior leadership roles within the industry also contributes to the negative pay gap.

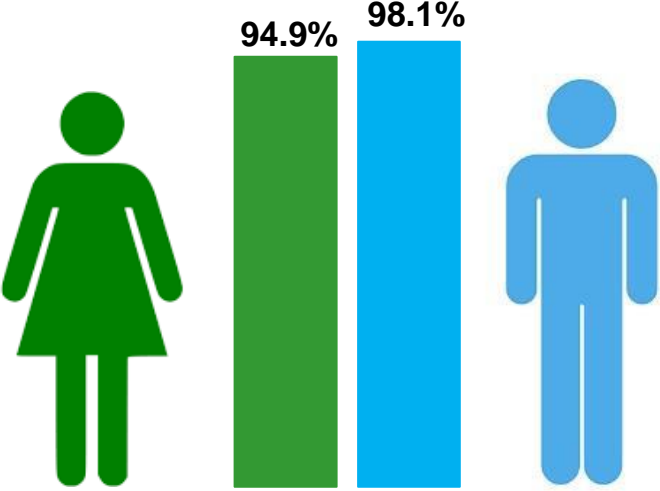
Total employees by gender



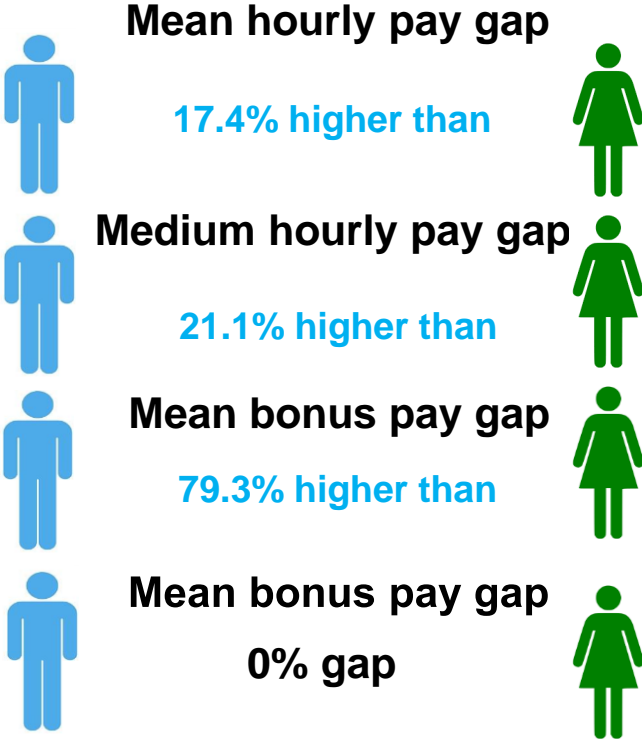
Proportion of male and female employees by quartile



Proportion receiving bonuses



Pay gap percentages



Understanding our plans to close the gap

- Improvement of flexible working practices including a recently introduced remote working policy and further improved flexitime policies
- Enhanced family friendly policies – We have a desire to improve our inclusive culture by increasing communication and ensuring that employees are fully informed in relation to all of the policies that associates are able to benefit from
- Leadership succession planning and management development, progressing rising stars within the business to achieve their full potential
- Company mentoring programme for women in Leadership
- Working with graduates, undergraduates and apprentices to encourage women into STEM
- We regularly review our reward strategy to remove and mitigate any gender disparities
- We continue to benchmark all roles and regularly review our associates pay and associates benefits