

Leadec Gender Pay Gap Report

2022-2023



leadec

Introduction

At Leadec, we are committed to achieving long term change to gender pay inequality in the workplace. As part of this commitment, we have published our Gender Pay report for 2022/2023. The summary below highlights the difference in earnings between male and female Leadec employees across our workforce.

Due to the nature of the industries in which we operate, we recognise that recruiting women can sometimes be a challenge. To counteract this, Leadec continues to undertake a number of positive activities to encourage sustainable change.

Closing the gap

At Leadec, we strongly believe in offering exceptional career opportunities to all of our employees. We have taken numerous steps to address gender pay inequality, including:

- A continued commitment to progressing female employees through the ranks, but understanding that this may take some time to impact upon the median pay gap
- Structured interviews to eliminate unfair bias, with a total review of our Recruitment Policy and process for both hourly-paid and salaried employees
- Using gender neutral language as standard in all job descriptions
- Continued advocacy of flexible working, and working with individuals to identify the best means of achieving flexibility (e.g. job share / shared parental leave)
- Internal promotion of development opportunities
- Promotion of benefits that may be more attractive to women, such as enhanced maternity pay and the ability to purchase additional annual leave
- The introduction of a Worldwide Coffee Match morning for women at Leadec to meet and network across the globe
- Unconscious Bias training refreshers for all our management teams
- Providing wider access to management training at various levels within the Company, including Team Leaders
- Delivering supportive coaching to drive change
- Ensuring our management teams are aware of the menopause and the impact this could have in the workplace
- Fostering a culture of flexible / hybrid working practices wherever possible to ensure that we attract and retain employees

In the coming year, we will:

- Roll out our updated Recruitment Policy and related documentation, ensuring that we maintain an inclusive approach through the introduction of a 3-person interview panel where appropriate at 2nd Stage
- Introduce blind short-listing, focusing on candidates' educational achievements, skills, and previous work experience
- Continue to promote benefits within the workplace that may be more attractive to women

- Follow up on the Worldwide Coffee Match to develop new networks for women to share knowledge and experiences in everyday working life
- Review all of our policies and procedures to ensure the use of gender neutral language throughout
- Introduce Dignity at Work, Equality, and Unconscious Bias workshops as a mandatory requirement for on-boarding new salaried employees
- Review and update our suite of Family Friendly policies, including Maternity, Paternity, Parental Leave, Flexible Working, and Carers leave
- Develop our Dignity at Work Policy in relation to sexual harassment in the workplace
- Deliver training on Sexual Harassment in the Workplace for our management teams
- Create a Menopause in the Workplace Policy
- Deliver training on Menopause in the Workplace for our management teams

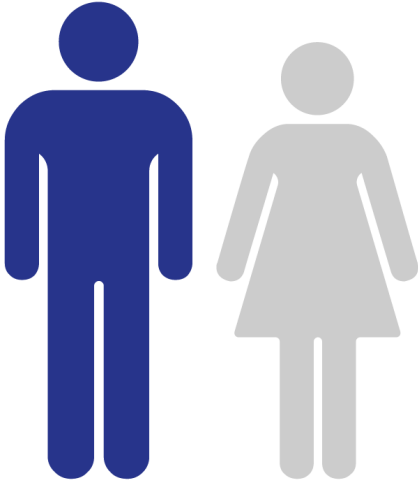
Leadec has a number of women in senior positions who play a pivotal role in mentoring employees of all genders. We have two female board members who have developed into these positions having joined Leadec in more junior roles. The past year has also seen a decrease in the mean gender pay gap.

Leadec remains committed to promoting gender equality and fair, transparent processes.



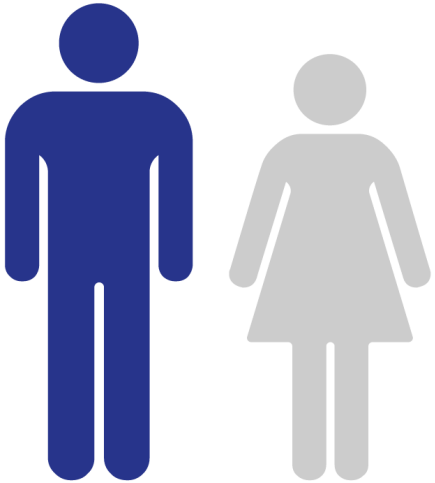
The mean gender pay gap for Leadedc is

7.4%



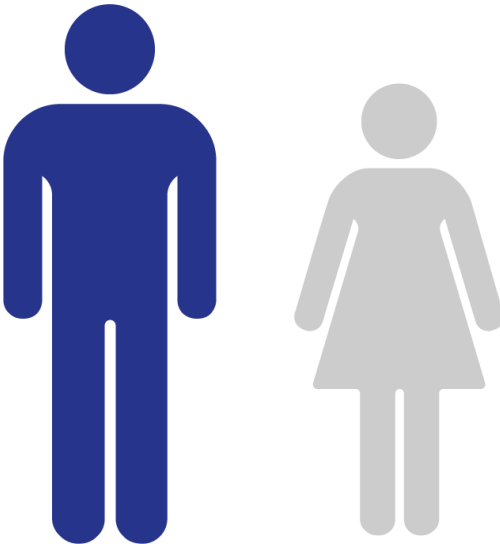
The median gender pay gap for Leadedc is

9.6%



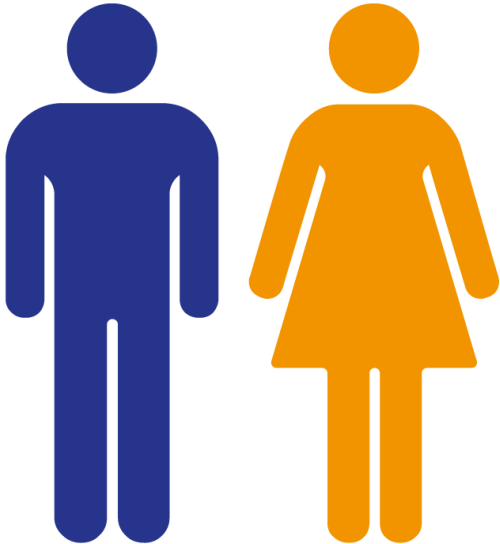
The mean gender bonus gap for Leadedc is

14.5%



The median gender bonus gap for Leadedc is

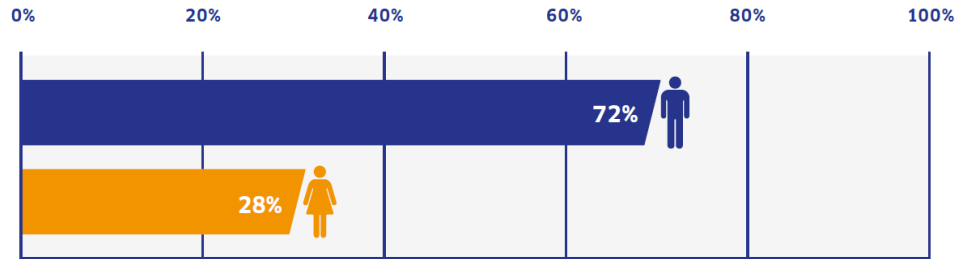
0%



Pay Quartiles

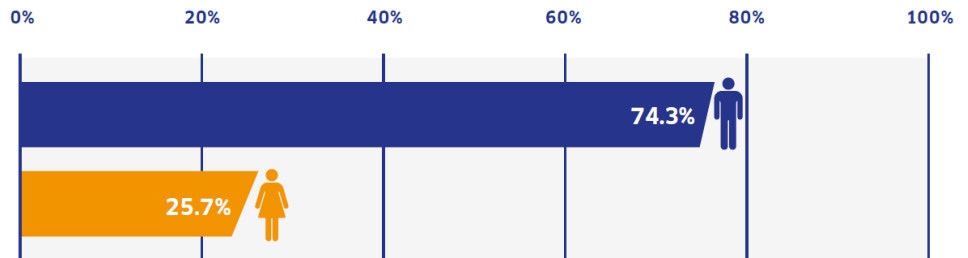
Below lower quartile

Includes all employees whose standard hourly rate places them at or below the lower quartile



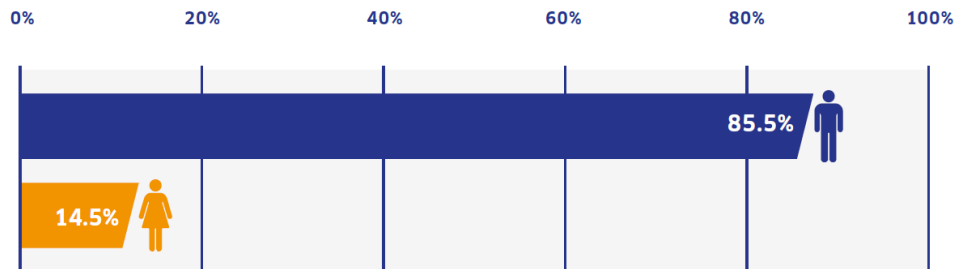
Above lower quartile

Includes all employees whose standard hourly rate places them above the lower quartile, but at or below the median



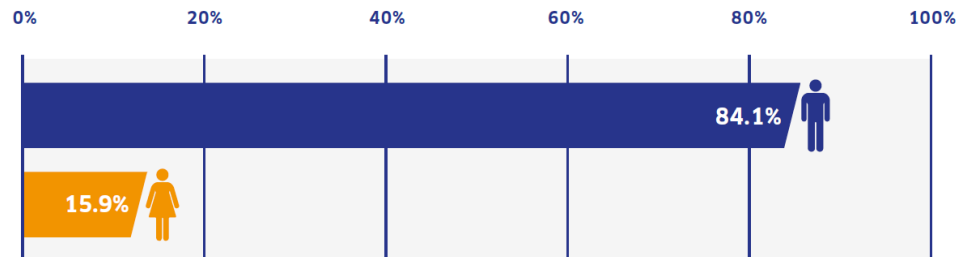
Below upper quartile

Includes all employees whose standard hourly rate places them above the median, but at or below the upper quartile



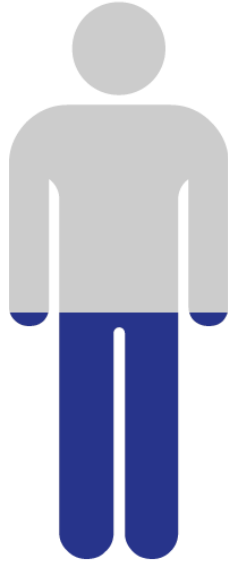
Above upper quartile

Includes all employees whose standard hourly rate places them above the upper quartile



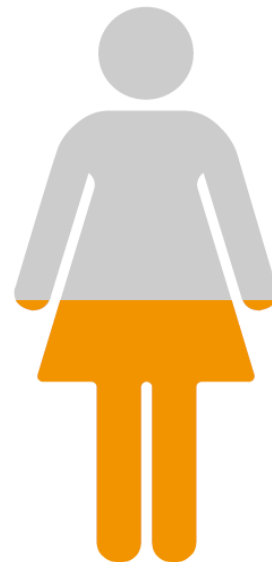
Males with bonuses

38.2%



Females with bonuses

44.3%



Understanding the terminology

Mean pay gap

The mean pay gap is the difference between a company's total wage spend-per-woman and its total wage spend-per-man.

The number is calculated by taking the total wage bill for each category and dividing it by the number of men and women employed by Leadec. The mean pay gap is expressed as a percentage.

Median pay gap

The median pay gap is the difference in pay between the middle-ranking woman and the middle-ranking man.

If you line up all the men and women working at Leadec in two separate lines in order of salary, the median pay gap will be the difference in salary between the woman in the middle of her line and the man in the middle of his. The median pay gap is expressed as a percentage.

Mean gender bonus gap

The mean bonus* gender pay gap is the difference between the average bonus pay of relevant female employees (taken as a single group) and the average bonus pay of relevant male employees (again taken as a single group), expressed as a percentage.

*In accordance with the Government definition of what constitutes a bonus.

Pay gap vs equal pay

The gender pay gap is not the same as unequal pay. Unequal pay is paying women less than men for the same work.

A company's gender pay gap can be caused by many things, for example fewer women in senior or highly-paid roles or more women in part-time jobs.

Proportion of men and women receiving a bonus

Based on a broad definition of bonus, which includes commission and other payments related to individual, group or company performance, this metric reports solely on those employees who were both eligible for a bonus payment and who received one.



Leadec Ltd.

Torrington Avenue, Coventry, CV4 9AP
Tel: +44 (0) 1926 623550
info-uk@leadec-services.com
united-kingdom.leadec-services.com

