

Routeco Gender Pay Gap

What is Gender Pay?

The Gender Pay Gap shows the difference in the gross average hourly rate of pay between all men and women across the business.

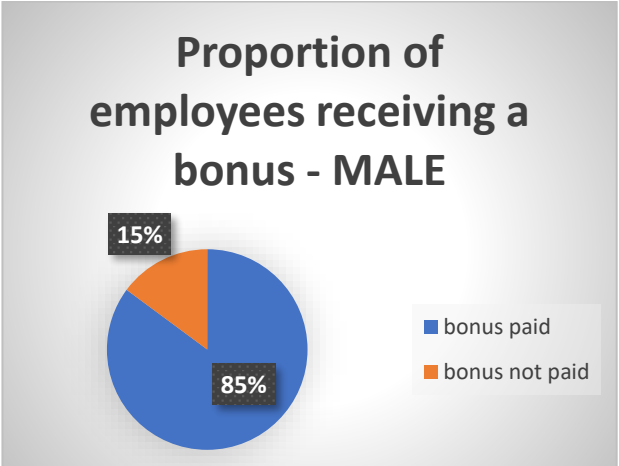
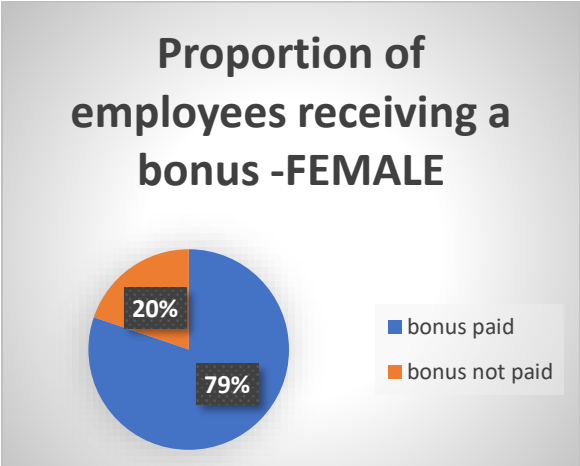
Different roles in our business require different skills, knowledge and experience and therefore these different roles pay differently; and because the number of men and women who work in these roles varies, a Gender Pay gap exists.

This is different to ‘equal pay’ which is men and women being paid the same rate of pay for carrying out the same or similar roles.



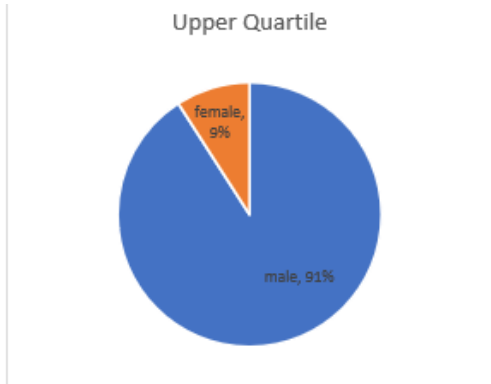
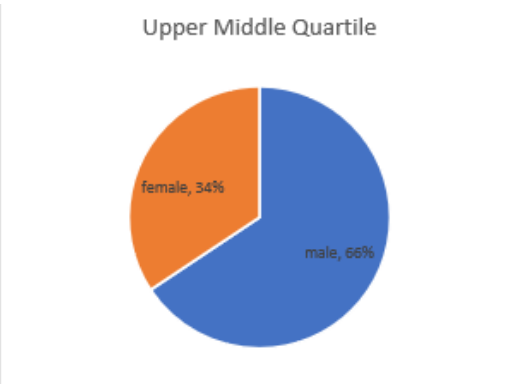
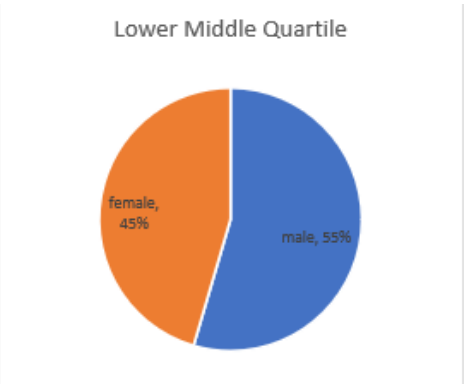
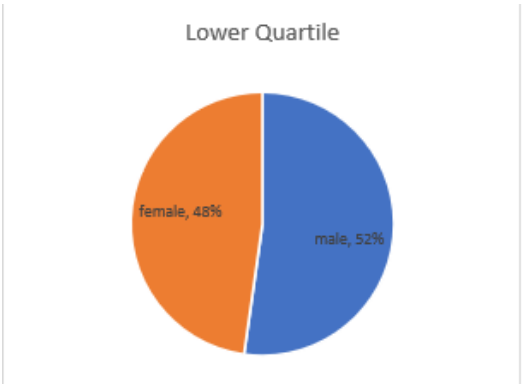
PAY & BONUS

Difference between men and women	Mean (average)	Median (middle)
Gender Pay Gap (women's hourly rate is lower by)	36.77%	36.61%
Gender Pay Bonus Gap (women's bonus payment is lower by)	74.60%	56%



PAY Quartiles – Proportion of males and females in each pay quartile. Quartiles contain 67 or 66 employees.

Routeco employ 31% more men than women across the business.



Median gender pay gap by quartile (women’s hourly rate is lower by)

-1.97%

2.35%

10.82%

-5.07%

Nationally the Gender Pay Gap is 17.3%. One of the main reasons for this is that men are more likely to hold a senior position within a Company.

At Routeco, the difference in the Gender pay gap is 36.7% (median is 36.6%). This is also due to more men in senior roles however Routeco are a technical distributor of control and automation products, within the engineering and manufacturing industry which predominately continues to be a male orientated sector. We have 175 males in comparison to 91 females.

A higher proportion of males occupy the senior roles or external sales roles, where salaries are higher which contribute to the gender pay gap. Females, on average, tend to work in sales support roles or head office support roles and fall predominantly in the lower and lower middle quartile bands.

To remain competitive in our market we are trying to attract people from a wide talent pool, preferably with skills in STEM. These skills remain in high demand, yet the number of women studying and working in STEM remains low.

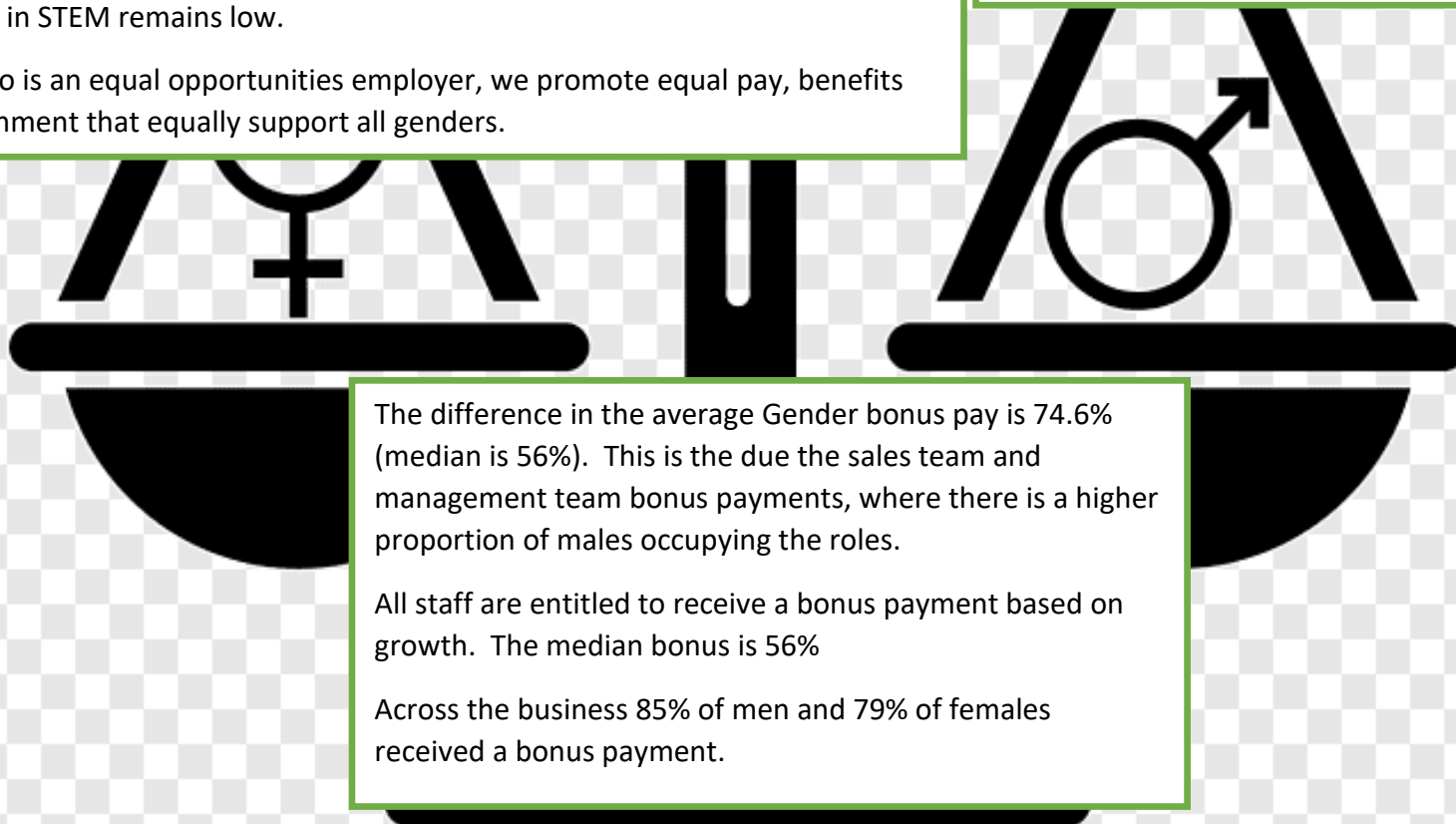
As a business Routeco is an equal opportunities employer, we promote equal pay, benefits and a working environment that equally support all genders.

The Quartile distribution shows that the highest proportion of females fall within the lower quartile banding.

The largest percentage gap between male and females is in the upper quartile where 91% of the employees are male.

However in this quartile the average hourly rate of pay for females is 5% higher than males in this group.

In the lower quartile, although there is a higher ratio of men, the numbers are almost equal, and the difference in the hourly rate of pay is only 1.97% higher for male employees.



The difference in the average Gender bonus pay is 74.6% (median is 56%). This is due to the sales team and management team bonus payments, where there is a higher proportion of males occupying the roles.

All staff are entitled to receive a bonus payment based on growth. The median bonus is 56%

Across the business 85% of men and 79% of females received a bonus payment.