

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.

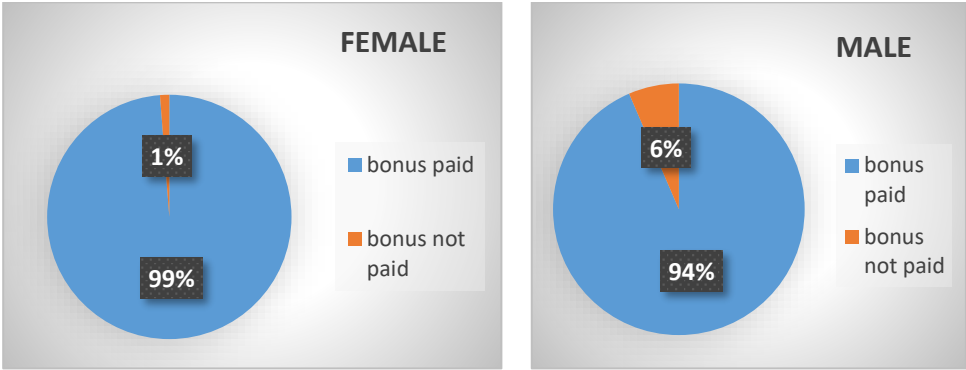
This is different from ‘equal pay’ which is men and women being paid the same rate of pay for carrying out the same or similar roles.



PAY & BONUS

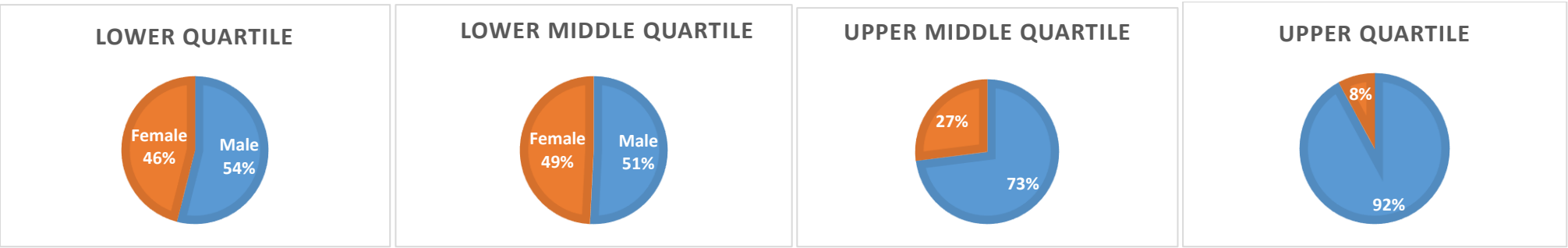
Difference between men and women	Mean (average)	Median (middle)
Gender Pay Gap (women’s hourly rate is lower by)	34.4%	34.8%
Gender Pay Bonus Gap (women’s bonus payment is lower by)	59%	43%

Proportion of employees receiving a bonus



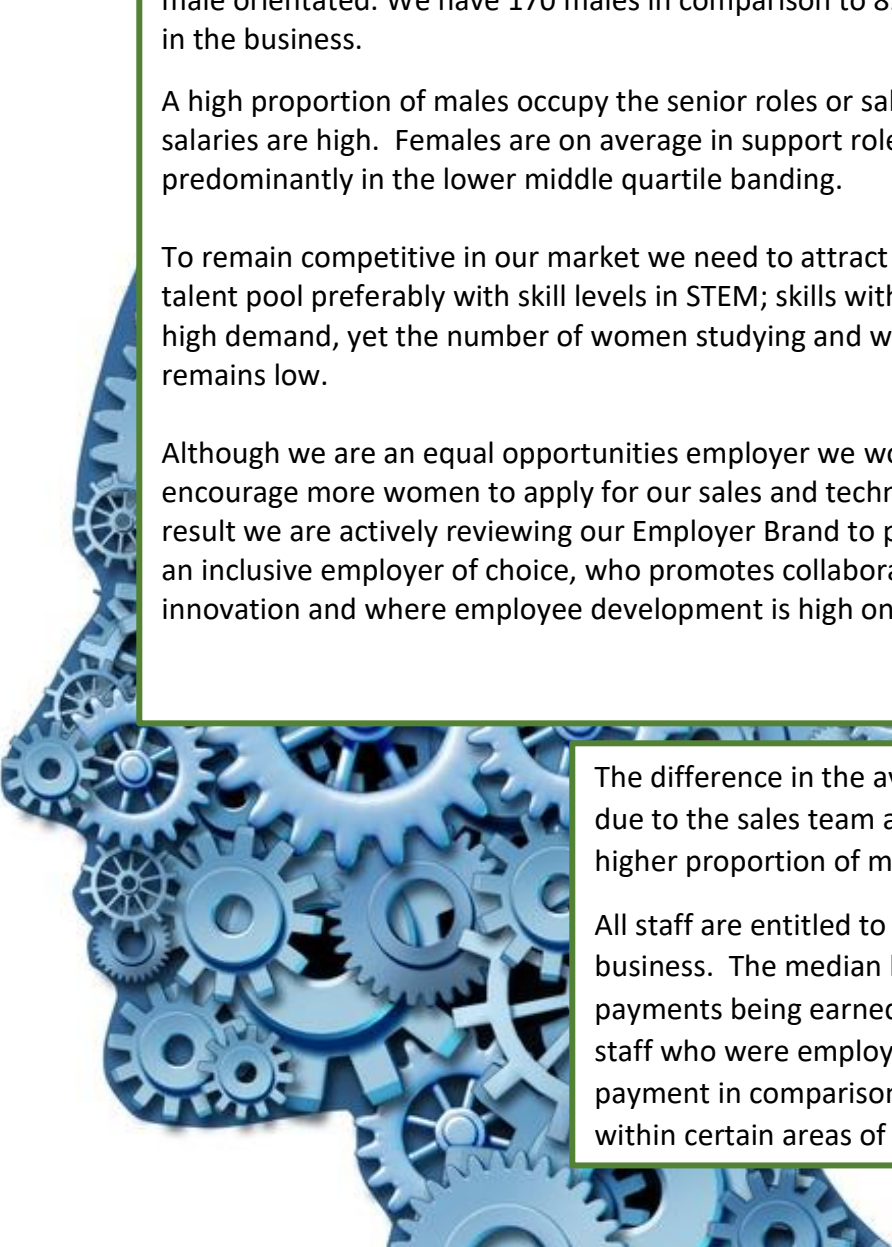
PAY Quartiles – Proportion of males & females in each pay quartile. Each Quartile contains 63 employees.

Routeco employ 35% more men than women across the business.



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

-2.13% 0% 8.67% -10.87%



Nationally the Gender Pay Gap is currently 18 %. One of the main reasons for this is that men are more likely to hold a senior positions within a Company.

At Routeco, the difference in the Gender pay gap is 34.4% (median is 34.8%). This is also due to more men in senior roles however Routeco are a technical distributor in the electrical engineering industry, which also is predominantly male orientated. We have 170 males in comparison to 82 females employed in the business.

A high proportion of males occupy the senior roles or sales roles, where salaries are high. Females are on average in support roles and fall predominantly in the lower middle quartile banding.

To remain competitive in our market we need to attract people from a wide talent pool preferably with skill levels in STEM; skills within STEM remain at a high demand, yet the number of women studying and working in STEM remains low.

Although we are an equal opportunities employer we would like to encourage more women to apply for our sales and technical roles. As a result we are actively reviewing our Employer Brand to promote Routeco as an inclusive employer of choice, who promotes collaboration, encourages innovation and where employee development is high on the agenda.

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

The largest percentage gap between male and females is in the upper quartile where 92% of the 63 employees are male.

However in this quartile the average hourly rate of pay for females is 10.8% more than the males in this group.

In the lower quartile, although there is a higher ratio of male to female employees, we can see a higher hourly rate of females earning 2.1% more than males in this group.

The difference in the average Gender bonus pay is 59% (median is 43%). 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 profitable growth of the business. The median bonus has reduced from 70% to 43% due to the spread of payments being earned in the period in comparison to the previous year. Of the staff who were employed at the data collection time, 99% of females received a payment in comparison to 94% of males. This was due to a lower sales growth within certain areas of the business during the reporting period.