

ELECTROSONIC

Gender Pay Gap

REPORT 2017



Electrosonic Limited Gender Pay Gap Report 2017

At Electrosonic Ltd we believe in fairness and equality. Our culture is one that is open, creative, inquisitive and supportive. We are committed to creating a diverse and inclusive workforce where everyone can develop their full potential.

We recognise the need to continually address gender diversity and the scarcity of women within the audio visual industry. Our Managing Director, Sarah Joyce is a true advocate in leading this change and continues to drive key initiatives to attract diverse candidates to our business.

Sarah's appointment to the AVIXA Board of Directors in 2013, provided her with the ability to host many events aimed at addressing gender diversity within the AV Industry. One such event was hosting the first Women of InfoComm Network Breakfast (WIN) at ISE (Integrated Systems Europe) with over 50 women and men attending to discuss gender diversity within the AV industry. Sarah actively encourages colleagues to support organisations mentoring women in engineering and the company invests in leadership development programmes which attract and retain talent.

We welcome the UK Government's requirement for companies with workforces of 250 or more employees to be more transparent on gender pay, and we are happy to share our report which analyses our employee's pay data as at 5th April 2017.

What is the Gender Pay Gap?

Gender pay reporting requires employers with 250 or more employees to publish statutory calculations every year showing any pay gap between male and female employees.

Gender pay is the difference between the average hourly earnings of all men and female employees in an organisation, irrespective of their role and seniority, expressed as a percentage of men and women's average pay.

The gender pay gap is not about equal pay. Equal pay is ensuring that men and women doing the same job or similar are paid the same. We have consistency in reward (salary and benefits) between men and women doing the same work.

Electrosonic Ltd's Gender Pay Gap Report

The "Gender Pay Gap" table below is a snapshot as of 5th April 2017, at which date our employee base of 278 employees was made up of 81% men and 19% women.

Our figures show that the average pay of all the women is 13% lower than that for all of the men.

We are pleased to report that our gender pay gap is below the UK median average of 18%.

Whilst we fall below the UK median average, our report does highlight a gender pay gap. This is not driven by unequal pay but by the uneven distribution of men and women across our company.

Electrosonics Gender Pay Gap Report

	Mean	Median
Gender Pay Gap	13%	10%
Bonus Pay Gap	3%	-52%

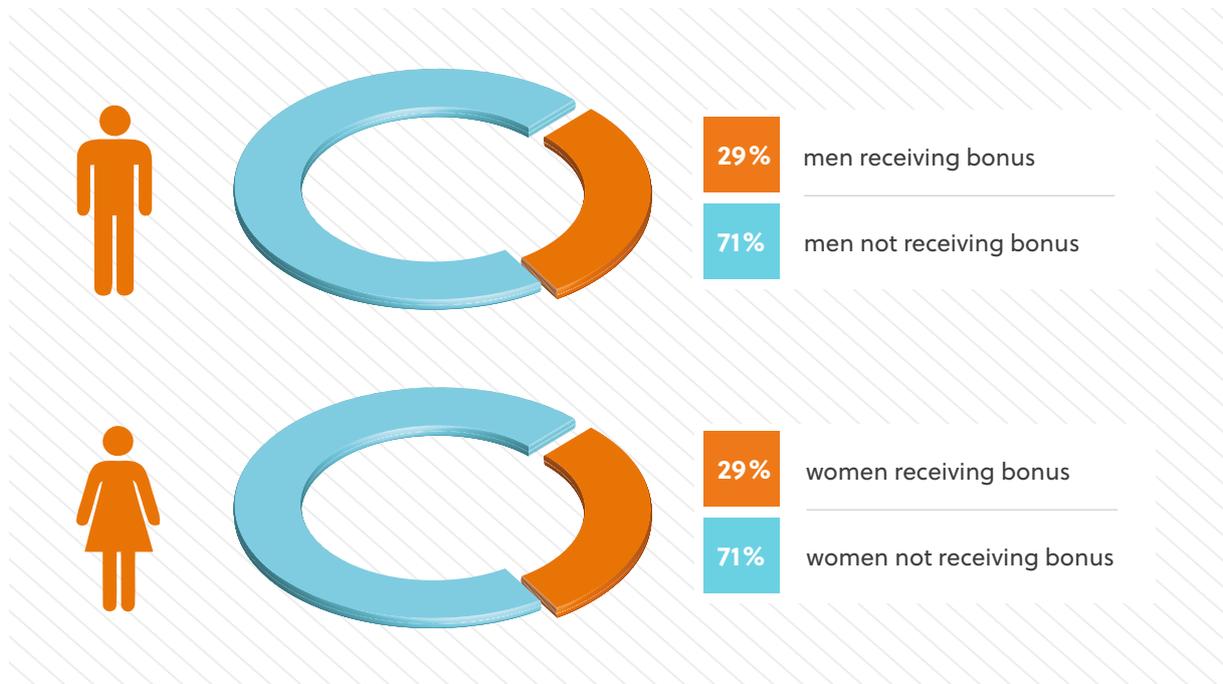
The Government defines mean and median pay as:

Mean - the difference between the average of men's and women's pay

Median - the difference between the midpoints in the ranges of men's and women's pay

Proportion of men and women receiving a bonus

Our bonus figures show a fairly even distribution of bonuses paid to men and women. Of the number of bonuses paid (29% of men and women), most were sales commissions and project related bonuses.



The proportion of women receiving a bonus is the same as men. Our bonus pay gap shows that the mean bonus payments for those male employees who receive a bonus are 3% higher than for female employees, but the median bonus pay gap of -52% shows that many of the larger bonus payments are made to female employees, particularly in the upper quartile (detailed below), which are most underrepresented in our company.

Proportion of Employees in Each Quartile Pay Band

Pay Quartile	Male	Female
Lower Quartile	75%	25%
Lower Middle Quartile	78%	22%
Upper Middle Quartile	85%	15%
Upper Quartile	86%	14%

The gender split within the quartiles (left) represent the nature of our business. The two lower quartiles represent our employee based in support roles whilst our upper quartiles represent our technical/engineering and senior management roles.

Closing Our Gender Pay Gap

Sarah Joyce, Managing Director is committed to supporting key initiatives to improve our gender balance.

There are a number of positive actions underway which include:

- Ensuring our recruitment strategy continues to tackle the under representation of women in technology roles by engaging with local schools, colleges and universities to promote our industry and encourage more women to apply to our opportunities.
- Offering enhanced programmes such as our summer work experience programme and our innovative Graduate and Apprenticeship programmes
- Continuing our active involvement with programmes such as Women in Engineering Mentoring,
- Encouraging flexible employment to ensure our employees can balance a successful career with their personal life, allowing for an equal opportunity for career progression.
- Reviewing our succession plans to ensure we have a balanced talent pipeline. Our management team is 45% women and 55% men.
- Continuously investing in training and development such as leadership, mentoring and management training.

I confirm that the data contained in this report for Electrosonic Limited is accurate.



Sarah Joyce
Managing Director

A handwritten signature in black ink, appearing to read 'Sarah Joyce'.