

## Gripple Ltd: Gender Pay Gap Report 2018

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our 2018 figures are improved on 2017, but we still have work to do. We recognise that it may take years to achieve our aim of increasing the proportion of women employed in our more senior levels. We continue to have initiatives in place to make this change happen and we can see signs of improvement.

### Pay difference between women and men: All Gripple Ltd employees in the UK

at 1<sup>st</sup> April 2018

	2018	2017
Median Gender Pay Gap across all Gripple Ltd employees in the UK	2.2%	5.1%
Mean Gender Pay Gap across all Gripple Ltd employees in the UK	18.0%	20.4%
UK's National Gender Pay Gap Source: Office of National Statistics 2018	17.9%	18.4%

The diagram above shows our 'gender pay gap'. This is a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, regardless of their role or seniority. We can use these results to assess:

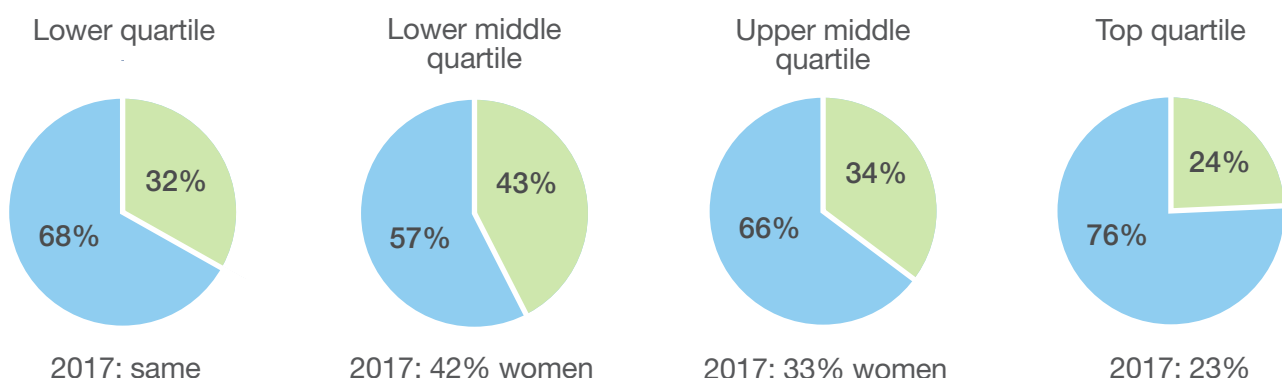
- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

Our figures show that the median average pay of all our women in the UK is 2.2% lower than that of all our men. By comparison, the UK's national gender pay gap is 17.9%.

The 'gender pay gap' is an average figure and is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. Our gender pay gap is due to a lack of female representation in senior roles, including engineering, sales and leadership. We have three times more men than women in our senior roles, for example.

### Pay quartiles across UK employees

at 1<sup>st</sup> April 2018



The charts above show the gender distribution across Gripple Ltd in the UK when colleagues are placed into four equally sized quartiles based on pay, each containing approximately 85 employees. For example, within the lower quartile 68% of employees are men and 32% women.

Overall, women currently represent 33% of our UK employees. Women are less well represented than this figure in the upper quartile due to proportionally more men being in senior level roles.

The charts also show that whilst our overall median gender pay gap is 2.2%, the figure within the upper quartile is 5.2%. This has, however, narrowed significantly from 13.4% in 2017, which is encouraging.

## Taking action to close the gap

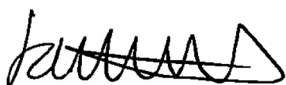
Whilst our gender pay gap is significantly lower than the national average and has narrowed compared to the previous year's figures, we recognise that the gap still needs to be smaller, in particular within the upper quartile, and we wish to address this. Some of our initial actions carried out since our first report have included the following:

- a review of our maternity/paternity policy, with an enhanced financial package, and flexible working options to enable our employees to effectively manage their work/life balance and support women returning from maternity leave back into the workplace
- work with educational bodies to attract more girls and women into STEM subjects

We will also continue to do the following:

- attract and nurture the widest possible female talent pool through inclusive recruitment practices
- enable more women to progress to senior management levels through mentoring and internal development, maximising use of the recently acquired Gripple Training Academy, to ensure a pipeline of suitably experienced and capable candidates is available for consideration for promotion into senior roles

I confirm that the information in this statement is accurate.



Edward Stubbs  
MANAGING DIRECTOR  
GRIPPLE LIMITED