



# GENDER PAY REPORT UK

## 2024







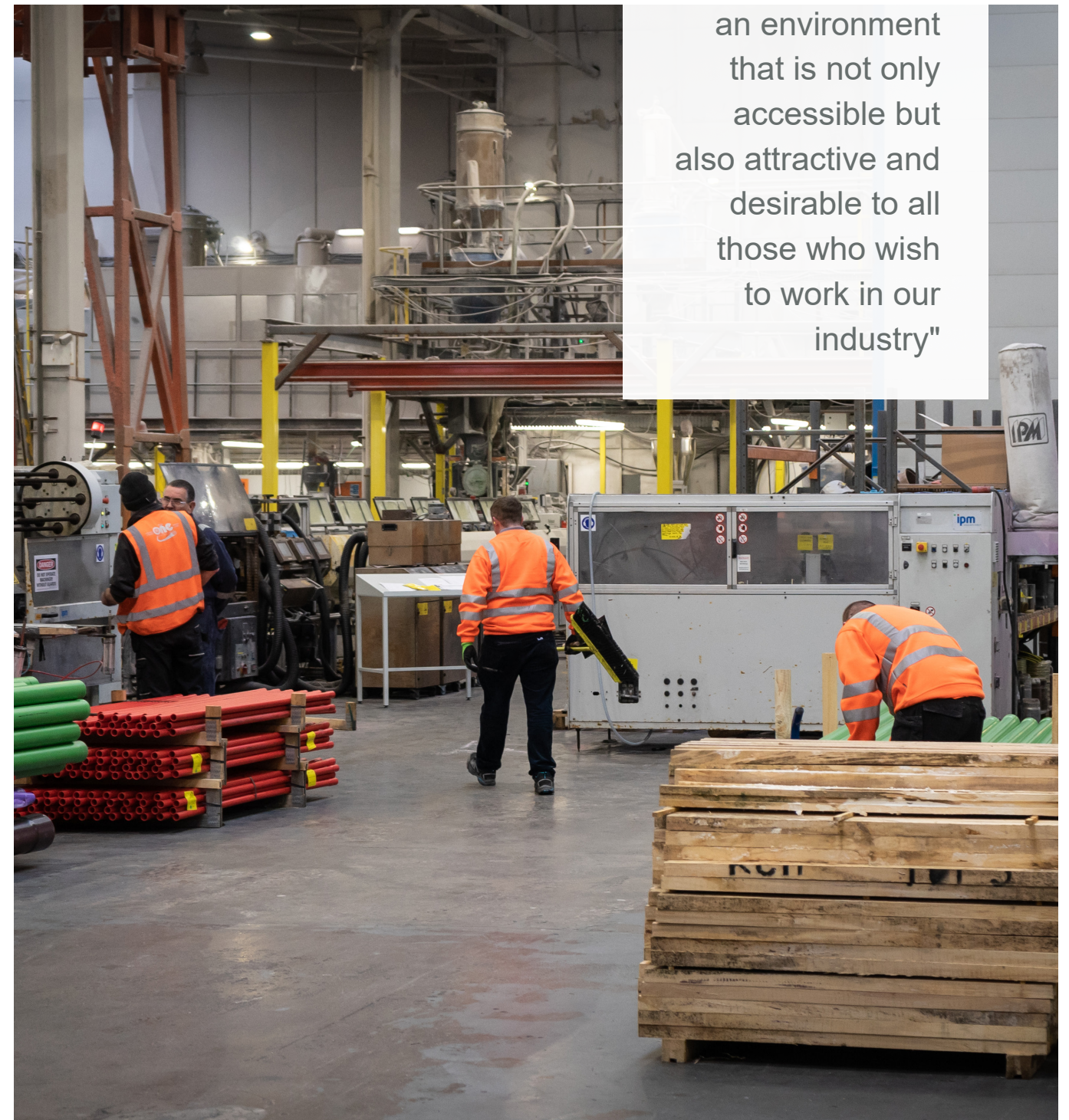
Together, Everything Connects

Emtelle is a leading global manufacturer of pre-connectorised, blown fibre cable, and ducted network solutions, and has been for the past 40 years. With manufacturing operations in the UK, Germany, Denmark, UAE, and the United States and international sales offices, Emtelle serves over 100 countries in multiple sectors, including telecommunications and power. Emtelle (UK) Ltd is a key component of Emtelle Group and is based in the Scottish Borders with manufacturing operations in Hawick, Jedburgh. Across the UK, Emtelle had 471 employees at the snapshot date of 5 April 2023.

Emtelle (UK) Ltd recognises the benefits of a diverse workforce and is striving to create an environment that is not only accessible but also attractive and desirable to all those who wish to work in our industry. Emtelle (UK) Ltd recruits on capability demonstration against our roles, regardless of gender or background. Emtelle (UK) Ltd is, however, actively working towards a diverse workforce as we recognise it will enable a stronger team performance and deliver business vision and results. For this reason, Emtelle (UK) Ltd welcomes the opportunity to publicise its gender pay report.

According to the Office of National Statistics, The industry average for process operators in the last reporting period was 14.3% in the UK, specifically within plastics. This was reported as 8.9%, and the average across all industries was a 7.7% median increase in favour of men. Emtelle (UK) Ltd can now report for the 5 April 2023 snapshot. Our figures show an industry-standard gap remains between men and women employees when considering the 'mean pay gap' however, a more equitable position becomes apparent when focusing on the 'median pay' where pay is equalised.

"Emtelle is striving to create an environment that is not only accessible but also attractive and desirable to all those who wish to work in our industry"







It is important to understand the following about our business growth and demographics in order to interpret Emtelle's reported data.

- Emtelle (UK) Ltd had a turnover of £236 Million (2022) and our ambition is to continue to grow.
- All employees are paid equally for comparable work as defined in Equal Pay Act 2010.
- Employee numbers have grown from April 2022 (370) to April 2023 (471) employees.
- Emtelle, during this snapshot period, imbedded the Graded Structure for Operations, Yard, Engineers and Quality to ensure all are paid equally and increases are based on capability demonstration against objective criteria. Operators grew from level 1 to level 2 in capability.
- Reviewed shift patterns in line with business requirements, ensuring they were as flexible as possible for everyone's personal circumstances.
- Emtelle (UK) Ltd has, like many other manufacturing companies, attracted a high proportion of male employees. Between the snapshot date, this had improved from previous years but was still dominated by men (84%). This has trended down for the last two years and continues to move in the right direction.

- The ratio of female leadership was maintained within the Senior Management Team ('SMT') however representation did increase in other leadership roles.
- Successes include recruitment of women in sales, marketing, purchasing, quality and HR during this snapshot period.
- We have over the last 12 months been working hard with the front line leaders to educate and train them on equality and diversity, dignity at work and unconscious bias.
- Full employment life cycle training for all front line leaders.
- Developing inclusive coaches who can help individuals across our business.
- Running resilience sessions designed to increase mental wellbeing of all employees whether their challenges are at home or work.
- We have been training future leaders to consider the impact their interactions have on others and increase their emotional intelligence.

This report will cover the following calculations and then talk about some of the actions taken and proposed, to reduce the differential over both the short and long term.

## 1. QUARTILE PAY DISTRIBUTION

The proportion of men and women in each 25% quartile of an employer's pay structure. The hourly pay rates for men and women are ordered from lowest to highest and divided into four equal sections – upper, upper-middle, lower-middle, and lower-pay quartiles. The number of women and men in each quartile is calculated as a percentage of the total employees within the quartile.

## 2. MEAN GENDER PAY GAP

The difference between the mean (average) hourly pay rate for all men and women in an organisation and the pay rate for women as a percentage of the mean hourly rate for men.

## 3. MEDIAN GENDER PAY GAP

The difference between the median (mid-point) hourly pay rate for all men and women in an organisation and the pay rate for women as a percentage of the median hourly rate for men.

## 4. % OF MEN AND WOMEN

Number of employees of each gender receiving a bonus.

## 5. MEAN BONUS PAY GAP

The difference between the mean (average) bonus value for all men and women as a percentage of the mean bonus for men.

## 6. MEDIAN BONUS PAY GAP

The difference between the median (mid-point) bonus value for all men and women as a percentage of the median bonus for men.

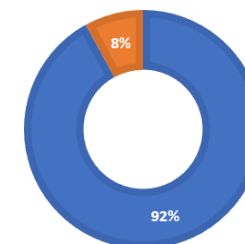
## 1. QUARTILE PAY DISTRIBUTION

The snapshot data shows static representation in the upper quartile and an increase of women in the upper middle hourly quartile (+1%). In addition, it shows a decrease in representation in both the lower quartiles. Overall, there was an increase in women in the upper quartiles at the snapshot date. There was some movement across support functions, sales, marketing and finance.

The efforts to attract more women into operational roles were successful, but as new entrants in 2022, it took until 2023 to see them move up the grading structure to levels 2 and 3, respectively. We should see this change continue in future years as their experience grows.

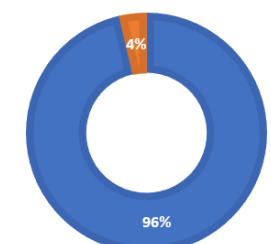
UPPER QUARTILE - HOURLY PAY

■ Men % ■ Women %



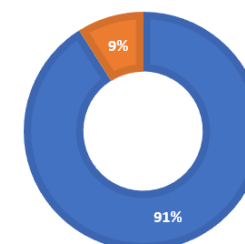
UPPER MIDDLE QUARTILE- HOURLY PAY

■ Men % ■ Women %



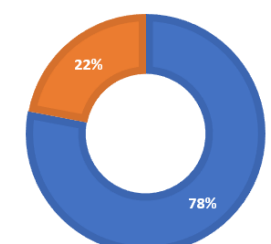
LOWER MIDDLE QUARTILE- HOURLY PAY

■ Men % ■ Women %



LOWER QUARTILE - HOURLY PAY

■ Men % ■ Women %





## 2. MEAN GENDER PAY GAP

The difference between the mean (average) hourly pay rate for all men and women in an organisation and the pay rate for women as a percentage of the mean hourly rate for men.

At Emtelle (UK) Ltd men have a mean of £17.41 per hour, whilst women have a mean of £16.30 per hour. This means for every £1 a man earns at Emtelle (UK) Ltd, a woman earns £0.94.

This is an improvement of £0.09 per hour since the last pay period.

## 3. MEDIAN GENDER PAY GAP

The difference between the median (mid-point) hourly pay rate for all men and women in an organisation and the pay rate for women as a percentage of the median hourly rate for men.

Emtelle (UK) Ltd has a median differential in pay of 7.95% towards men.

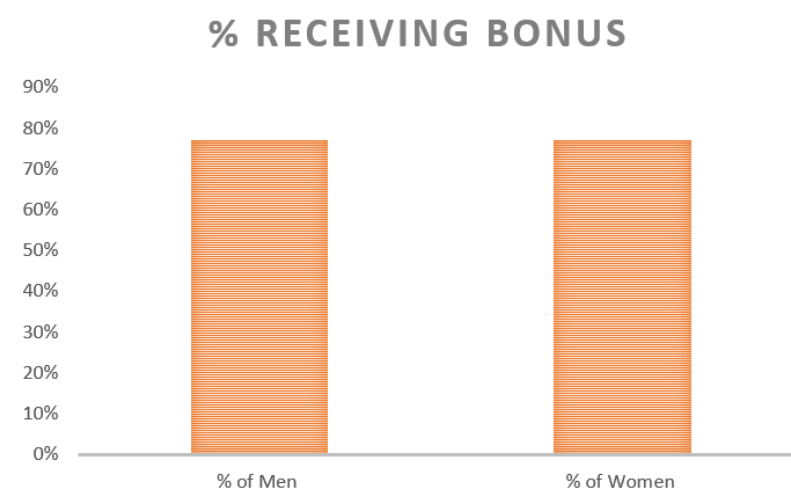
Men have a median of £14.84 where as women have a median of £13.66.

For every £1 a man makes at Emtelle (UK) Ltd, a woman earns £0.92.

It is still important to notice that at the snapshot date, there is only one woman on the SMT with almost 2 years' service and as described earlier, the short length of service of a number of new women in operations would mean they are on the entry level of wage to reflect their limited skillset and training period. As length of service grows or we increase representation we should start to see this change going forward.

## 4. PERCENTAGE OF MEN AND WOMEN RECEIVING A BONUS

We have, this year, balanced the number of employees receiving a bonus and can report that the % of men and women receiving a bonus is equal within 0.03%, with women retaining the lead. In previous years women were better represented in this group, however in the current snapshot period there was a one off bonus payment paid to employees which resulted in representation of 77% for both men and women. Unless there is a change in the representation in certain roles we would expect this to revert to the balance towards women in the next snapshot period but will review in due course.



## 5. MEAN BONUS PAY GAP

The difference between the mean (average) value of bonus for all men and women as a percentage of the mean bonus for men.

There has been a substantial improvement on previous years, however a gap remains favourable for men at 22.3% (reduced from 77% in previous period). This reduction is driven by the bonus payment to all eligible employees whilst the outstanding gap is driven by two factors:

- The dominance of men in the SMT receiving a significant % of the bonus pot, with just one woman included in the bonus calculation at this level.
- The dominance of men in the sales team, however representation of women has increased.

The mean bonus excluding both of these factors is even closer.

## 6. MEDIAN BONUS PAY GAP

The difference between the median (mid-point) value of bonus for all men and women as a percentage of the median bonus for men.

Emtelle (UK) Ltd's data shows the significant gap between men's and women's median bonus pay has reduced substantially, and provides more parity between men and women. The gap has fallen from 44% to 1.2%, favourable to men.





Securing An Equitable Future For All – Going Forward

We have made significant progress in recent years. We at Emtelle are determined to achieve a balanced workforce by providing equal opportunities and fostering an inclusive culture.

Since 5 April 2023, there have been a number of initiatives put in place across the wider group to work towards this which we hope will be a feature of next year's improved pay gap report.

These include:

- Recruitment of a new Head Of Digital Marketing, New Sales Executive (UAE) and a New Research and Development Manager – all are women.
- Taking the Front Line Leader training on ‘recruiting on performance’ ‘DEI’ and unconscious bias training across the rest of group – Denmark, Germany, UAE and USA.
- Creation of the Future Leaders Programme - raising self-awareness and breaking down barriers to achieving equality in leadership.
- Succession planning to help develop high potential individuals with development plans.
- Supporting diversity in teams through high performing teams sessions.

- Excited to be in the early stages of developing a strategic partnership with St Andrews University, specifically in relation to the post graduate students.
- Exploring opportunities for non-traditional methods such as: Graduate Level Apprenticeships, Industrial Placements etc.
- Plans to engage career ready and start partnering with local schools near both Jedburgh and Hawick to increase the population we are engaging and encourage more women in to STEM subjects early.
- Creating a coaching and mentoring culture across all our sites in Group.
- Developing a Group Corporate Induction so all new employees have a signature Emtelle experience.
- Benchmarking of all roles to ensure we remain competitive.
- Evaluation, refining and selling the Emtelle employee value proposition to local communities.





---

Together, Everything Connects

## Synopsis

Emtelle (UK) Ltd is still on a journey of growth and recognises achieving a gender-balanced workforce is critical to a successful transformation. Creating balance across our workforce from all perspectives will ensure we are versatile, resilient, agile, and dynamic enough to remain strong regardless of what external factors come our way.

Through increasing representation of women across the workforce, particularly in operations, Emtelle will reap the benefits of a higher-performing team. This therefore remains an imperative focus for the year ahead.

Whilst we hope to see continued progress in next year's data, we recognise that it may be longer before we see some of it become a reality.

We will create an action plan based on the data above and report an update next year.

I, Tony Rodgers (CEO), confirm that the information in this statement is accurate.

Tony Rodgers  
Chief Executive Officer