



EMTELLE

GENDER PAY REPORT UK

2025





Together, Everything Connects

Ementelle 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. Ementelle Serves countries worldwide across multiple sectors, including telecommunications, power, and defence. Ementelle UK Ltd is a key component of Ementelle Group and is based in the Scottish Borders with manufacturing operations in Hawick and Jedburgh. Across the UK, Ementelle had 333 employees at the snapshot date of 5th April 2024.

Ementelle 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. Ementelle UK Ltd recruits on capability demonstration against our roles, regardless of gender or background. Ementelle 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, Ementelle UK Ltd welcomes the opportunity to publicise its gender pay report.

According to the Office of National Statistics, the national average has fallen from 7.7% to 7% in April 2024. Ementelle UK Ltd can now report for the 5th April 2024 snapshot. Our figures show an industry-standard gap, when considering the 'mean and median pay gap', on basic pay however there are still anomalies to be explained when it comes to bonus pay.

In addition we will continue to work to reduce the remaining gap as we review our reward strategy and continue to forge for equal pay.

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

- Ementelle UK Ltd had a turnover of £188 Million (2023) 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 reduced from April 2023 (471) to April 2024 (333) employees.
- Ementelle, during this snapshot period, continued to with 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 in capability across both sites and at all levels.
- Reviewed shift patterns in line with business requirements, ensuring they were as flexible as possible for everyone's personal circumstances.
- Ementelle UK Ltd has, like many other manufacturing companies, attracted a high proportion of male employees. During the snapshot period, this has remained static from previous years but was still dominated by men (84%). It had moved in the right direction for three consecutive years. On a positive note there were promotions for several women.
- 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 marketing, purchasing and quality during this snapshot period.
- We have continued to educate front line leaders 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 at work.
- We have been training future leaders to consider the impact their interactions have on others and increase their emotional intelligence.

"Ementelle 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."



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.

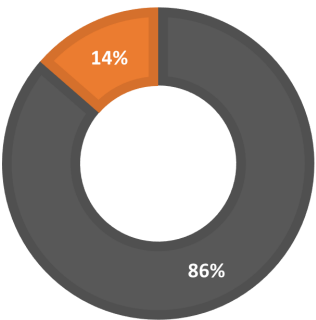
1. Quartile Pay Distribution

The snapshot data shows improvements across both the upper quartile (+6%) and upper mid quartile (+7%) demonstrating more women are represented in these groups. In addition we have seen a shift from the lower quartile to the lower mid quartile with women having progressed in capability or moving into leadership/supervisory roles.

As reported last year we had taken proactive actions which had shown green shoots but expected those actions to take time to imbed and deliver results. This included more females being attracted into operational roles and gaining experience to progress into higher level roles.

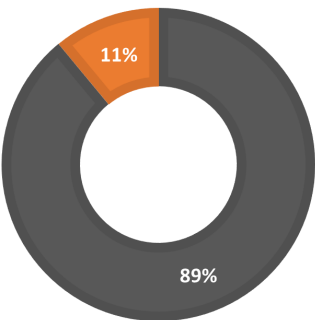
UPPER QUARTILE - HOURLY PAY

■ Men % ■ Women %



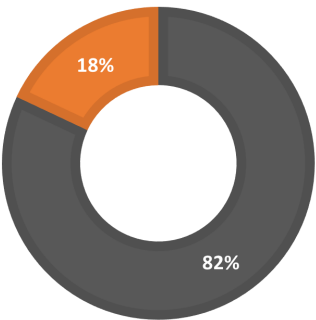
UPPER MIDDLE QUARTILE- HOURLY PAY

■ Men % ■ Women %



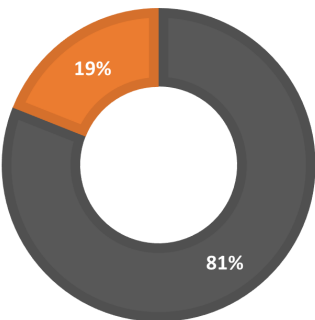
LOWER MIDDLE QUARTILE- HOURLY PAY

■ 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 £19.39 per hour, whilst women have a mean of £18.40 per hour. This means for every £1 a man earns at Emtelle UK Ltd, a woman earns £0.95.

This is an improvement of £0.01 per hour since the last pay period.

Emtelle UK Ltd has a mean differential in pay of 5.1% towards 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.

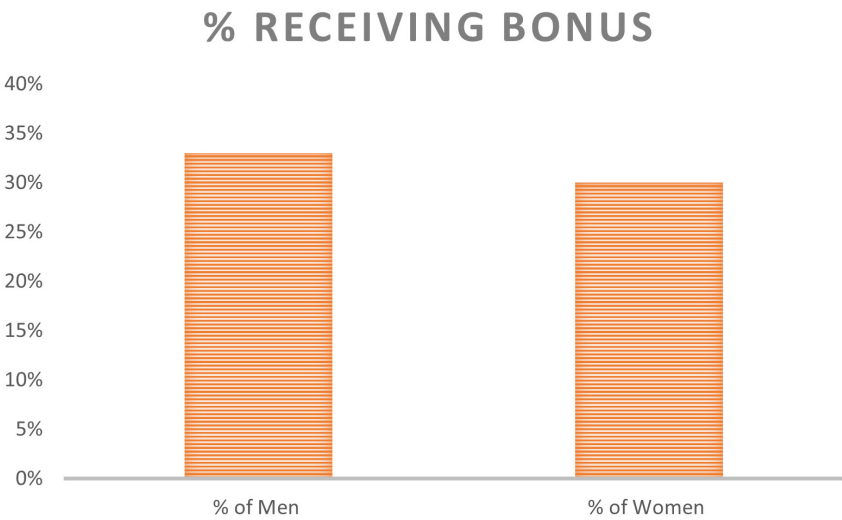
Men have a median of £15.60 whereas women have a median of £14.91 For every £1 a man makes at Emtelle UK Ltd, a women earns £0.96.

This is an improvement of £0.06 per hour on the last pay period.

Emtelle UK Ltd has a median differential in pay of 4.4% towards men.

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 3%, with men retaining the lead. In previous years women were better represented in this group however it is very even and is purely on the snapshot data.



5. Mean Bonus Pay Gap

The mean bonus pay gap represents the difference between the average bonus values for men and women, expressed as a percentage of the mean bonus for men.

While last year's results were influenced by a one-time bonus payment distributed to all eligible employees, the data from the current snapshot shows a slight increase over last year's figures. However, the gap remains significantly smaller than in 2022, indicating progress towards closing the gap.

The gap remains in favor of men at 26% (a 3.5% increase from last year, but still substantially reduced compared to previous years). The remaining differential is primarily driven by the following factors:

The dominance of men in the Senior Management Team (SMT), with a significant proportion of the bonus pool allocated to them, and only one woman included in the SMT bonus calculation at this level.

The dominance of men in the sales team, although representation of women has increased since the snapshot period.

6. Median Bonus Pay Gap

The median bonus pay gap represents the difference between the median (mid-point) bonus values for men and women, expressed as a percentage of the median bonus for men.

Emtelle UK Ltd's data reveals a significant gap between men's and women's median bonus pay. However, this gap has now shifted in favor of women, with a 27% positive differential (-27% for men). This change is primarily driven by a smaller group of women in specific functions and at certain levels receiving bonuses.

Additionally, when examining the representation across quartiles, the data shows that while more women have moved up the ranks, they are largely represented in mid-level roles. Over time, we expect these women to progress into the upper quartiles. Furthermore, those already in the upper quartile are generally at the lower end of the group, as they continue to grow and develop in their roles.



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 5th April 2024, 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:

- Identification and Promotion of female functional leads: UK HR Manager and UK Customer Service Manager.
- Identification and Promotion of 2 existing customer service employees to enhance our sales teams.
- Delivery of year 2 of the Future Leaders programme.
- Succession planning to help develop high potential individuals with development plans.
- Partnership with Heriot Watt University to expand horizons and ensure we create diverse leaders of the future.
- Female engineers technical passion has forged the business to process improvements across both UK sites.
- Culture workshops being offered in all jurisdictions so we can truly understand any barriers and focus on creating an inclusive environment.
- Excited to be in the early stages of developing a strategic partnership with St Andrews University, specifically in relation to the post graduate students.
- Actively participating in non traditional methods: Graduate Level Apprenticeships, Industrial Placements etc.
- Putting in place 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 the 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.
- Welcome pack with employee information produced for all jurisdictions.



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Synopsis

Emtelle UK Ltd is committed to driving growth and understands that achieving a gender-balanced workforce is essential for our successful transformation. By fostering balance across all aspects of our workforce, we will enhance our versatility, resilience, agility, and dynamism, ensuring we remain strong and adaptable in the face of any external challenges.

Increasing the representation of women, particularly within operations and sales, will be a key driver of higher performance across our teams. This remains a central focus for the year ahead.

While we anticipate continued progress in next year's data, we acknowledge that some changes may take longer to materialise.

In response, we will develop a comprehensive action plan based on the insights above and provide an update in the coming year.

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

A handwritten signature in black ink, appearing to read "Tony", written over a horizontal line.

Tony Rodgers
Chief Executive Officer

