



PAY GAP



EQUITY

Gender Pay Report

ERIKS UK&I 2021

Let's make industry work better

ERIKS

FOREWORD

AT ERIKS WE BELIEVE THAT BEING A DIVERSE AND INCLUSIVE COMPANY IS ESSENTIAL.

Put simply, the greater the mix of people in your business, the greater the mix of skills, experiences, perspectives and ideas you can draw on, this benefits both our customers and our own company.

AT ERIKS WE STRIVE TO BE A DIVERSE ORGANISATION THAT MEETS THE EVOLVING NEEDS OF INDUSTRY AND CREATES AN INCLUSIVE CULTURE FOR ALL.



Janice Keyes
Chief HR Officer



DIVERSITY &
INCLUSION

We have taken significant steps forward in ensuring we have a more inclusive culture at ERIKS UK&I. Gender Balance is one part of our commitment to Inclusion, and we welcome the opportunity to publish our gender pay gap data, which enables us to reinforce our values and vision for our business now and the future.

The data in this report is extremely important to us and helps us focus our efforts on improving gender balance and ensuring equality for all within our organisation.

UNDERSTANDING

OUR GENDER PAY GAP REPORT

THE GENDER PAY GAP IS A MEASURE OF THE DIFFERENCE IN THE AVERAGE PAY FOR MEN AND WOMEN ACROSS AN ORGANISATION REGARDLESS OF THEIR ROLES.

It is also important to recognise that this is not the same as an 'equal pay review' as this would require direct comparison between males and females carrying out the same or similar role.

At ERIKS UK & Ireland we are confident that we have equal pay for work of equal value, we do have a gender pay gap when you compare overall average pay and bonuses for men and women.

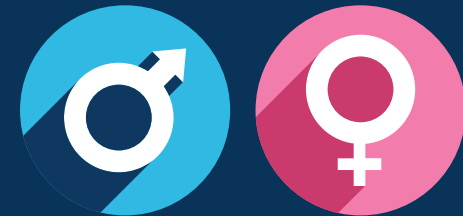
This gap is created in part by the distribution of men and women across the organisation which is reflective of the industry in which we operate. This is further compounded by the make up of applicants available to employ.

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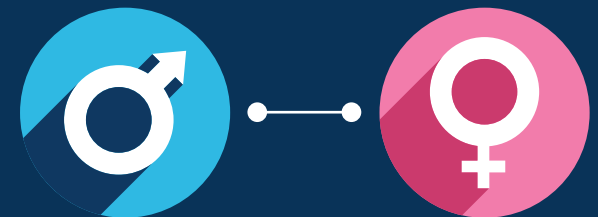
EQUAL PAY

Men and Women are paid the same for like work



THE GENDER PAY GAP

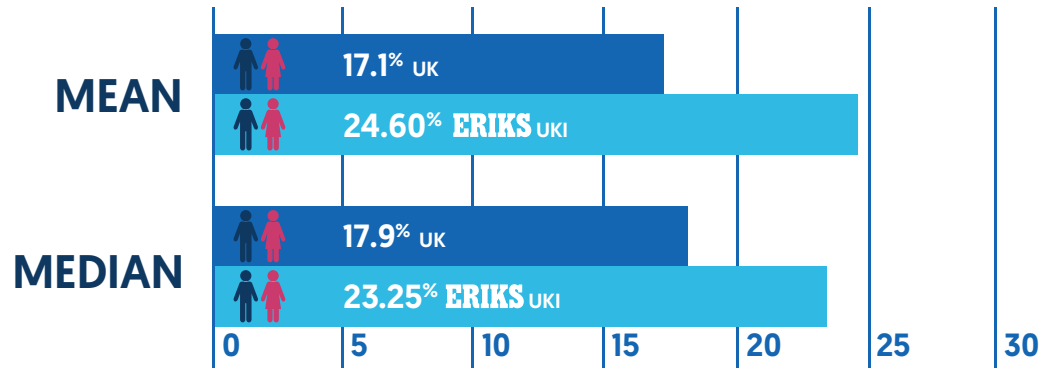
The difference in average hourly earnings between all men and women



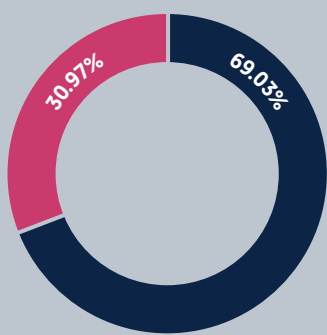
ERIKS UK & IRELAND RESULTS

PAY

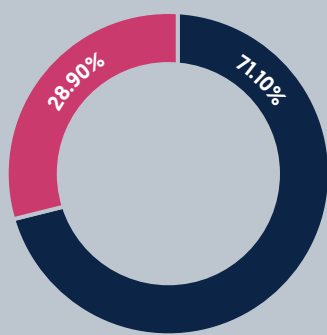
As shown we have retained the status quo in our Gender Pay Gap, the global pandemic has curtailed some of our efforts, however we are committed to working towards falling below the UK national averages.



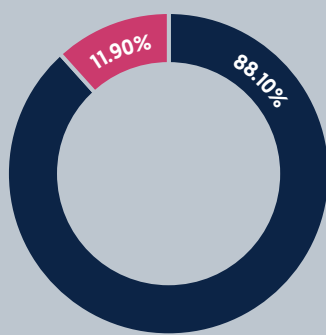
LOWER QUARTILE



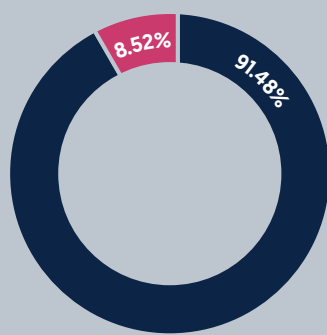
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



♂ Male ♀ Female

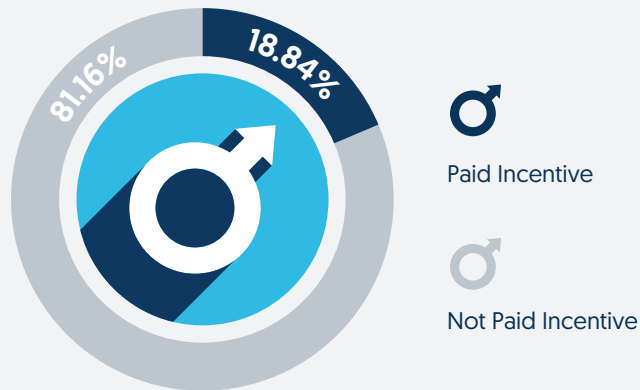
Our pay gap across the quartiles has remained consistent with the prior year period. The pandemic has had an impact on our business plans - despite this we have worked hard to maintain focus on our activities to avoid taking a step backward.

ERIKS UK & IRELAND RESULTS

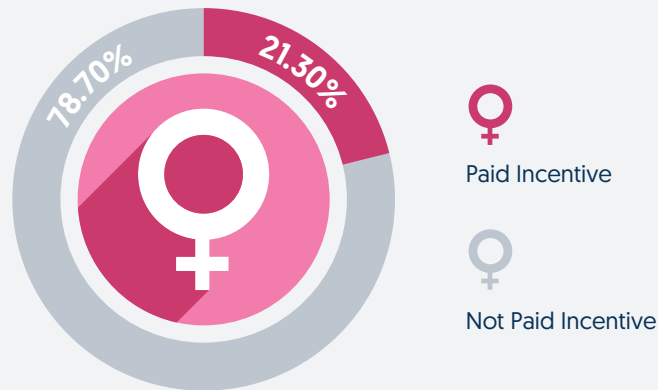
BONUS PAY

Our bonus pay gap has reduced considerably in the period as a consequence of some changes in our bonus plans across the organisation.

PROPORTION OF MALE EMPLOYEES RECEIVING AN INCENTIVE PAYMENT

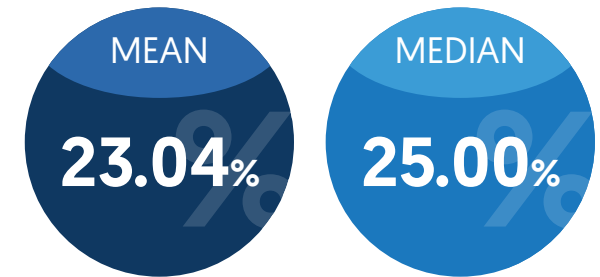


PROPORTION OF FEMALE EMPLOYEES RECEIVING AN INCENTIVE PAYMENT

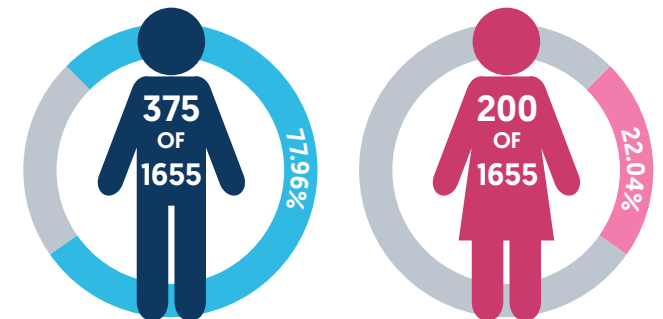


BONUS PAY

DIFFERENCE



PROPORTION



OUR COMMITMENT TO EQUALITY



FOSTER A CULTURE OF BELONGING, INCLUSION AND RESPECT FOR ALL

We nurture an open, fair & safe environment for all

We guide our managers to lead in the right way and support them when they need it. We will provide unconscious bias training for our leadership and management teams to raise awareness and encourage transparent and unbiased leadership.

Working in partnership with the Humphrey Group, we have invited female leaders across our global organisation to attend an awareness and development programme. This not only supports our commitment to be more diverse, but creates a network of female leaders who are a powerful voice of influence within the organisation.

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DRIVE PROGRESSIVE POLICIES, BENEFITS AND SUPPORT

We aim to do everything we can to enable women to progress through the organisation. We set progressive targets to make sure women are represented in recruitment shortlisting and succession pipelines, and have a gender representation target for our leadership roles.

We appreciate the future of work is evolving from a past model. As such we are seeking to promote agile working and operating flexible working arrangements where possible.



ENGAGE OUR EMPLOYEES IN DELIVERING OUR PLANS FOR INCLUSION

We empower and trust our people and we see great value in involving our employees in business plans. We want to harness the power of employee voice – evolving our Inclusion Committee and advancing our internal employee networks. We want to accelerate diversity within the industry through collaboration and partnership with our customers, competitors and suppliers.



DECLARATION

AS YOU HAVE SEEN IN THIS REPORT GENDER DIVERSITY IS A KEY PART OF ERIKS STRATEGY.

It is also a Must Win Battle for ERIKS Globally and SHV, our Parent Company owner.

Whilst we recognise the challenges in diversity presented within our industry, we are not deterred by it. We are keen to be a positive force for change within our industry and will continue to work hard to improve the Gender Pay Gap for ERIKS UK&I.

We will continue to ensure that our recruitment and promotion process is fair and consistent and to ensure an equal opportunity workplace, so that regardless of gender our employees receive the same opportunities, recognition and rewards for their contributions.

We welcome the opportunity to share our progress and will continually explore ideas and initiatives to keep diversity at the heart of everything that we do.

ERIKS



Janice Keyes
Chief HR Officer

A handwritten signature in blue ink that reads "J. Keyes".



David Giles
Chief Executive Officer

A handwritten signature in blue ink that reads "David A. Giles".



**DIVERSITY &
INCLUSION**



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