FOREWORD

At ERIKS we strive for more diversity and inclusion.

We have made great progress in ensuring we have a more inclusive culture and performance. Gender Balance is just part of our commitment, 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 achieving a better gender equality balance within our organisation. However, the data doesn’t tell the full story and we must continue to work hard to make ERIKS a place where everyone can grow and flourish.

Joe Parkes
Chief HR Officer
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.

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
As shown in the 2019/20 results, we have made modest improvements in our Gender Pay Gap, but we recognise there is still work to do to fall below the UK national averages. Through some targeted recruitment, we have been able to improve our Upper Quartile results, but continue to see the distribution of men and women within our business impacting the overall results.
ERIKS UK & IRELAND RESULTS

BONUS PAY

PROPORTION OF MALE EMPLOYEES RECEIVING AN INCENTIVE PAYMENT

- Paid Incentive: 77.3%
- Not Paid Incentive: 22.7%

PROPORTION OF FEMALE EMPLOYEES RECEIVING AN INCENTIVE PAYMENT

- Paid Incentive: 87.9%
- Not Paid Incentive: 12.1%

DIFFERENCE

GENDER PAY GAP REPORT 2020

MEAN 63.93%
MEDIAN 24.57%

PROPORTION

- Males: 98% of 1655
- Females: 85% of 1655
OUR COMMITMENT
TO EQUALITY

DIVERSITY &
INCLUSION

We aim to do everything we can to enable women to progress through the organisation making sure they are represented in succession pipelines. This report shows that, like many businesses of a similar size and nature, we currently have more females at junior levels, we have made some progress for more balance at senior levels.

We also recognise that we need to work on the balance at all levels. We are already measuring female progression in our largest functions and now have a specific gender representation target.

TAKING THE STAGE

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.

RECRUITMENT

We have been more proactive in the recruitment and selection of new female hires into the organisation, by ensuring the messages we use in our advertising and recruitment appeal to as diverse a talent pool as possible.
We recruit and promote based on merit alone and will continue to support the business to ensure that, regardless of gender, our employees receive the same opportunities, recognition and rewards for their contributions.

We welcome the opportunity to share our progress on gender diversity in the UK and will look to understand additional opportunities we have to ensure a diverse workforce is at the heart of everything we do.
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Let’s make industry work better