



2018 Gender Pay Gap Report

Let's make industry work better

ERIKS



Understanding the results

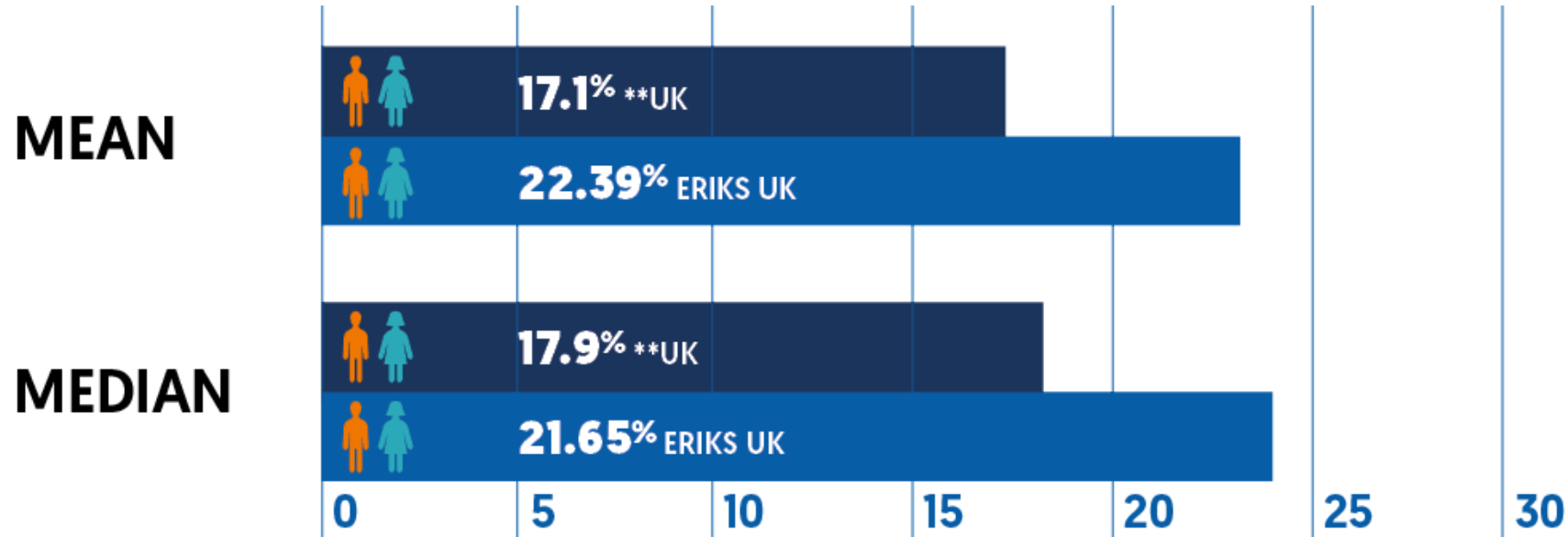
As you will see from our results, 2018 saw an improvement in our gender gap figures, which is no surprise when ERIKS has been recognised as a Top Employer for its seventh year running.

Safety and People remain our number one priority, and we continue to make significant investments in our recruitment, training and development practices to ensure all people are treated consistently.

Joe Parkes
Group HR Director

ERIKS UK & IRELAND – Result 2018

Difference between Gross Hourly Earnings for all Men and all Women



***Based on estimates from ASHE Survey 2018*

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.

Although 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.

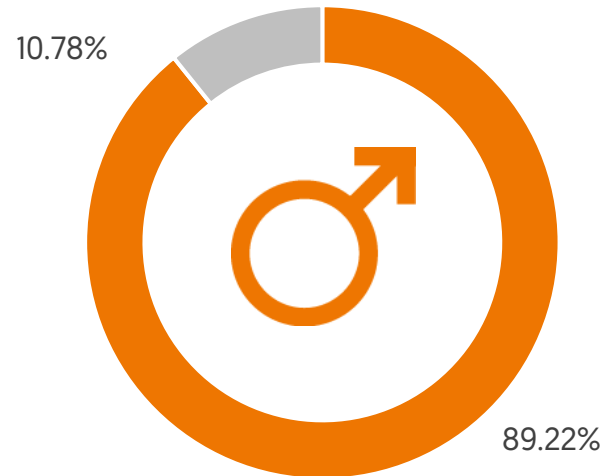
This gap is created in part by the distribution of men and women across the organisation which is reflective of the industry in which we operate. This is further compounded by the make up of applicants available to employ.

When you take in to account that only 15% of engineering graduates are women, achieving gender neutrality across an organisation of our size is challenging.

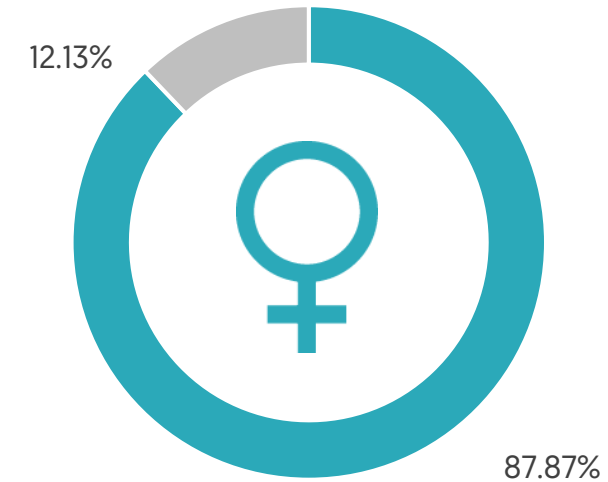


ERIKS UK & IRELAND – Result 2018

Proportion of Male Employees
Receiving an Incentive Payment



Proportion of Female Employees
Receiving an Incentive Payment



As the results above show, 87.87% of our Female employees Received an incentive payment in 2018, compared to only 34.89% in 2017.

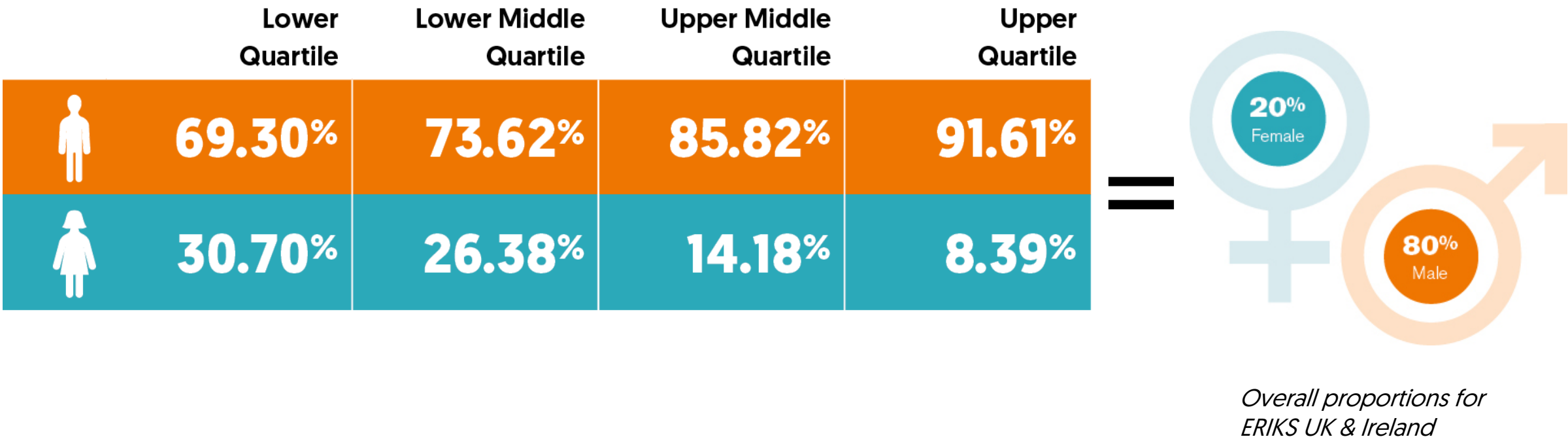
At the same time, we were also able to increase our Male employees results from 38.98% to 89.22%.

Both are significant improvements for our employees.



ERIKS UK & IRELAND – Result 2018

The below table displays each quartile and the proportion of men and women in each:



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