

Gender pay gap report **2020**



Introduction

This report sets out the information and data of the gender pay gap at JDR Cable Systems Ltd (JDR) for 2019.

The gender pay gap exercise continues to be a valuable experience for us; helping to inform the development of our people strategy.

The year on year improvement is a positive reflection of the efforts made at all levels within our organisation.

A handwritten signature in white ink on a teal background, reading "J. Vail".

Jon Vail
Strategy Director

Gender pay gap

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to annually publish their gender pay gap data by 4 April each year.

A gender pay gap is a measure of the difference in the average pay of men and women working for an organisation, regardless of the nature of their work.

It is different from an equal pay comparison, which involves a direct comparison of two or more people carrying out the same, similar or equivalent jobs.

How the results are calculated

Employers are required to publish their gender pay gap using six calculations. Four of those calculations are required to use a 'mean' and 'median' calculation. Reporting both 'mean' and 'median' figures provides a broad view of the gender pay gap.

The 'Mean' calculation

The mean is calculated by adding up the total pay of employees and dividing by the number of employees in the list. This calculation is completed separately for men and women and the totals are compared.

While useful, this average may be skewed by a small number of high or low earners.

The 'Median' calculation

The median is the number which is in the middle of a ranking of pay from lowest to highest. This calculation is also completed separately for men and women and the middle figure of each group is compared. Statisticians tend to prefer this as a view of 'typical' pay, as extremes of low and high pay do not affect the median.

Unlike the 'mean', the 'median' is not susceptible to positive or negative skewing from small numbers of high or low earners. We believe the 'median' is best used in conjunction with the 'mean' to interpret how JDRs pay is distributed among its employees.



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JDR gender pay gap figures 2019

The information in this section sets out the overall gender pay gap and bonus gap of our UK workforce, as of 5 April 2019.

The data that we have used to provide the JDR gender pay gap figures has been obtained from our existing HR and payroll records. This does not involve publishing individual colleagues' information or data.

Our gender pay statistics

Mean: 13.4%

This shows the difference in the average hourly rate of pay between men and women

Median: 11.0%

This shows the difference in the middle ranked pay between men and women

Our bonus statistics

Mean bonus gender gap: -25.9%

This shows the difference in the average total amount of bonus payments made to men and women in the 12 months to 5 April 2019

Median bonus gender gap: 0%

This shows the difference in the middle ranked bonus payments made to men and women in the 12 months to 5 April 2019

In the 12 months to 5 April 2019:



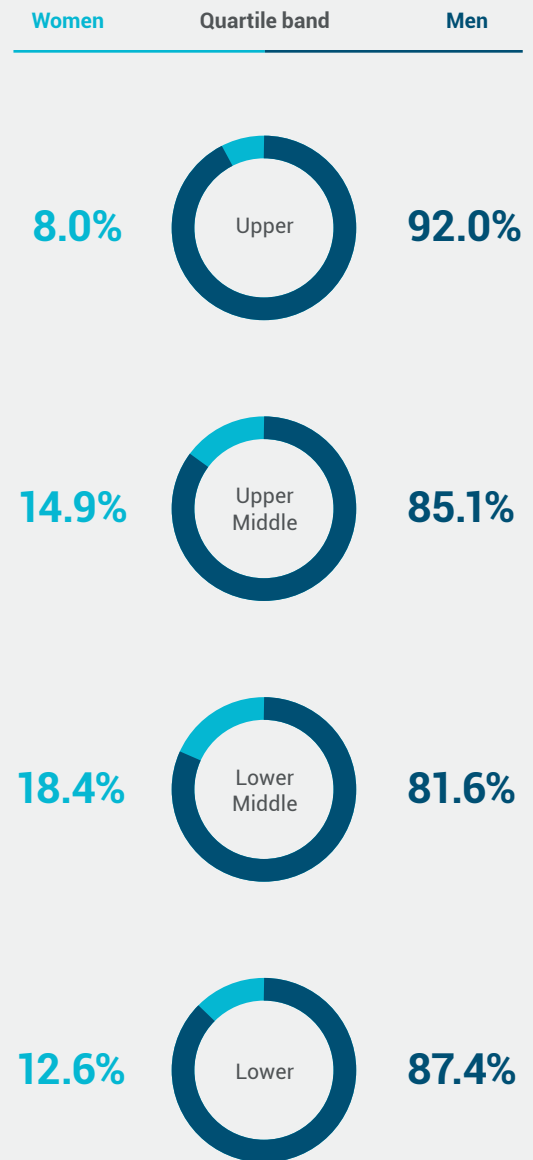
97.9%
of women
received
a bonus



90.7%
of men
received
a bonus

Our quartile ranges

The proportion of men and women in each quartile band:



This shows the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each colleague across JDR from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of men and women in each.

Understanding the JDR pay gap

At JDR we employ more men than women.

JDR's workforce is 86% men and 14% women.

When we analyse the roles undertaken by men and women in JDR there are fewer women than men in relatively higher paid positions, such as managerial roles, which may attract higher pay, bonuses and allowances. This remains the main reason for our gender pay gap and also explains the notable difference between mean and median with regard to bonus payments.

Furthermore, we operate in an industry that relies heavily on roles requiring STEM skills (science, technology, engineering and maths). STEM careers have historically attracted more men than women.



Reflections on 2019

Our mean gender pay gap has improved on last year's results reducing from 15.2% in 2018 to 13.4% in 2019. Our median gender pay gap has remained stable with 10.1% in 2018 to 11.0% in 2019. Overall, this compares favourably to 2019's gender pay gap for median gross hourly earnings, published by the Office for National Statistics (ONS), of 17.3%.

There is still more we need to do at JDR to improve our gender pay gap and diversity at senior levels. Nevertheless, some of the highlights of our 2019 year include:

- Our STEM ambassadors continue to be proactively involved in STEM events across the UK. In 2019 we attended 12 STEM events from the North to the South of the UK.
- We have employed an additional 9 female colleagues in the Manufacturing, Design and Engineering areas. This represents a 75% increase in our female colleagues.

2020 focus

We are committed to nurturing talent in JDR and to identifying opportunities for development.

Externally, we are strong advocates of STEM and remain committed to our long term objective of encouraging more women to pursue STEM subjects and related careers and to view JDR as a potential employer. So far in 2020 we have committed to attending a further 10 STEM events.

The Offshore Wind Sector Deal has set a target to double the proportion of women in the industry to one-third by 2030. JDR are supporting the Investment in Talent Group and are on the subgroup to progress the apprenticeship commitments.

We are working with BEIS, the Department for Business, Energy and Industrial Strategy to raise awareness of the diverse career opportunities for young people and females in the renewable and low carbon energy sector.

Statutory Disclosures

JDR employs more than 250 employees and we are therefore required to provide statutory figures as follows:

Mean gender pay gap: 13.4%

Median gender pay gap: 11.0%

Mean bonus gender pay gap: -25.9%

Median bonus gender pay gap: 0%

Proportion of male employees who received bonus pay: 90.7%

Proportion of female employees who received bonus pay: 97.9%

Proportion of females in each quartile band:

Upper: 8.0%

Upper Middle: 14.9%

Lower Middle: 18.4%

Lower: 12.6%

I confirm that the above data is accurate at the snapshot date of 5 April 2019



Jon Vail
Strategy Director



JDR Cable Systems Limited
Apex 2, 97 Haymarket Terrace,
Edinburgh, EH12 5HD