

FORWARD

EEF, the Voice of Manufacturing, is helping thousands of companies to evolve and compete in a fast-changing world. We offer a range of consultancy, support and training services to businesses across the UK and internationally, including helping those that we work with to reduce their impact on the environment and remain in compliance with legislation through a range of environmental services.

EEF Ltd have staff based at locations in England and Wales: London, Bristol, Bridgend, Reading, Cambridge, Leamington Spa, Birmingham, Sheffield, Warrington and Gateshead.

Under new legislation that came into force in April 2017, UK employers with more than 250 employees must publish and report specific figures about their gender pay gap. This is in the form of a written statement on their public-facing website and report their data to government online - using the gender pay gap reporting service.

Organisations must publish within a year of the snapshot date. For example, businesses and charities must publish by 4 April each year. Public sector organisations must publish by 30 March each year.

EEF LTD 2017 ~ GENDER PAY REPORT [Written Statement]

This is the report for the snapshot date of 5 April 2017

- The mean gender pay gap for EEF is 19.81%
- The median gender pay gap for EEF is 18.41%.
- The mean gender bonus gap for EEF is 22.80%.
- The median gender bonus gap for EEF is 37.07%

Gender pay gap

	Median hourly rate	Mean hourly rate
Pay gap	18.41%	19.81%

Gender bonus gap (12 months bonus figures)

	Median gender bonus gap	Mean gender bonus gap
Gender bonus gap	37.07%	22.80%

Proportion of males and females receiving bonus

	Male	Female
% of male and female employees receiving a bonus	22.68%	17.72%

The above table shows our mean and median hourly gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2017) for pay and in the 12 months reference period to 5 April 2017 for bonus.

Quartiles

	Male	Female	Description
Lower	23.47%	76.52%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle	67.54%	32.46%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle	58.26%	41.73%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper	58.77%	41.22%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

The above chart illustrates the gender distribution of men and women in each quartile of EEF's pay structure.

All figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

EEF is committed to addressing diversity and believes that our staff have the opportunity to maintain a reasonable work life balance.

- EEF carries out pay and benefits audits at regular intervals (including analysis at pay review times and during recruitment projects);
- Both men and women in business development and sales roles have an equal opportunity to participate in and earn bonus
- EEF has flexible working practices and policies.

Understanding the gap?

The following is provided in order to better understand why EEF mean gender pay gap is currently 19.8%:

- The gap is reflective of a wide range of different jobs that are undertaken across the organisation including the hospitality, education and professional sectors.
- The rates of pay where staff work will be affected by geographical variations and this could affect the gender pay gap subject to the proportion of men and women working at its different locations.
- One reason for EEF's mean gender pay gap is that there are fewer women in senior positions and if, by way of example, you take out the male employees from the Executive Board and Senior Management Team this gap drops to 6.1%.

EEF Ltd is therefore confident that its gender pay gap is not as a result of paying men and women differently for the same or equivalent work. Its gender pay gap is the result of the different roles in which men and women work within the organisation and the salaries that these roles attract.

What is EEF Ltd doing to address its gender pay gap?

In 2015 / 2016 a sub group the EEF National Staff Forum focussed on the topic of Attracting and Maintaining a Balanced Workforce with the remit of review of EEF policies and procedures to ensure they are reflective of good practice encouraging a more equal balance of male / female representation in the work place.

EEF will continue to carry out pay and benefits audits at regular intervals (including analysis when pay is due to be reviewed).

EEF will take further steps to account for the numbers of men and women who apply for and are recruited or appointed to each job type and level both externally and internally.

I, Stephen Phipson CEO, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to be 'S. Phipson', written over the 'Signed' label.

Date

8th March 2018