

## **Gender pay gap report 2021**

**pHS** Compliance is the UK's leading provider of statutory electrical and fire safety testing and remedial services, keeping businesses and public sector organisations of all sizes safe and compliant with the latest statutory safety regulations.

### **As required by law, we measure both mean and median pay and bonuses in April each year**

- *Median pay is the middle value of salaries arranged in ascending or descending order*
- *Mean pay is the sum of all salaries divided by the number of individual salaries*

### **What we'll be doing in 2022 to improve our Gender Pay Gap**

**pHS** Compliance is part of the **pHS** Group. The Group as a whole has a negative gender pay gap (so women are, on average, paid more than men), but as a Group we are taking action to bring more women into the business.

In our last gender pay gap report we committed to recruiting more women, supporting flexible working, developing our people, and giving more mentoring and development opportunities to women.

These are still priorities for us, and we have made the following changes to address it:

- We have appointed an experienced business leader, Clare Hughes, to the Executive Management Team
- We are proactively seeking senior women leaders when recruiting and promoting into senior roles. Our target is to fill at least 50% of these roles with female candidates
- We have changed our recruitment methodology and are changing our ways of working to attract more women into front line roles
- We have invested in a "women in leadership" development programme, run by and for women, to develop talented **pHS** managers into senior leadership roles
- We will continue to expand our successful apprenticeship programme which gives our people the opportunity to progress their careers and earn qualifications whilst at **pHS**. Since the programme launched, 50% of apprentices, and over 50% of successful completions, have been female
- We remain committed to Chwarae Teg, which offers leadership qualifications and mentoring opportunities for women in Wales who work at **pHS**
- We have introduced a formal hybrid working policy for all office-based colleagues to support flexible working across these areas of our business.

### **Differences in the hourly rate of pay**

The gender pay gap is the difference in the average pay of all the men and all the women in the organisation regardless of the work they do. This is different to equal pay which is where men and women get paid equally for equal work. We meet our equal pay obligations.

It is disappointing that the gender pay gap for average hourly pay has widened in the last year. This has principally been caused by increases to the pay of our electricians, which in turn was driven by a shortage of skilled and qualified labour.

<b>Median</b>	<b>Mean</b>
<b>2021: 28%</b>	<b>2021: 28%</b>
2020: 22%	2020: 11%
2019: 35%	2019: 24%

### **Percentage of phs Compliance employees who received a bonus payment**

This measures the number of people who received a bonus, rather than the amount of the bonus

We're pleased that the percentage of women receiving a bonus has significantly improved. In 2021, 59% of our female employees earned a bonus compared to 32% in 2020 and 29% in 2019. We are confident that this improving trend will continue in 2022

<b>Percentage of men receiving a bonus</b>	<b>Percentage of women receiving a bonus</b>
<b>2021: 76%</b>	<b>2021: 59%</b>
2020: 76%	2020: 32%
2019: 72%	2019: 29%

### **Bonus Pay Gap (the gap between the actual amount (£) of bonuses paid**

The table below confirms that men earned significantly higher bonuses than women in the year, with a median bonus pay gap of 83% and a mean bonus pay gap of 52%. This reflects the composition of the business – with men holding nearly all leadership and electrician/technician roles. Although there has been a consistent reduction in the mean bonus pay gap, from 84% in 2019 to 52% in 2021) we recognise we have much more work to do

<b>Median bonus pay gap</b>	<b>Mean bonus pay gap</b>
<b>2021: 83%</b>	<b>2021: 52%</b>
2020: 70%	2020: 75%
2019: 87%	2019: 84%

### **The proportion of men and women in each pay quartile in April 2021**

The table below shows the percentage of women and men in each of our four pay quartiles and confirms that most women work in administrative roles, with men holding nearly all leadership and electrician/technician positions

<b>Quartile</b>	<b>Women</b>	<b>Men</b>
Upper Quartile	4%	96%
Upper Middle Quartile	1%	99%
Lower Middle Quartile	19%	81%
Lower Quartile	26%	74%

Signed:

**Dan Lee**  
**Managing Director**

**Mike Winstone**  
**HR Director**