

> 3-year trend for phs Group Compliance

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.

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.

We're pleased that our gender pay gap is improving but recognise that we must do more to increase the number of women at all levels in our business

All calculations are made in April each year, as required.

Median	Mean
2018: 32.3%	2018: 17.5%
2019: 34.8%	2019: 24.1%
2020: 21.9%	2020: 10.5%

Percentage of phs Compliance employees who received a bonus payment

Men receiving a bonus	Women receiving a bonus
2018: 69%	2018: 23%
2019: 72%	2019: 29%
2020: 76%	2020: 32%

Bonus Pay Gap

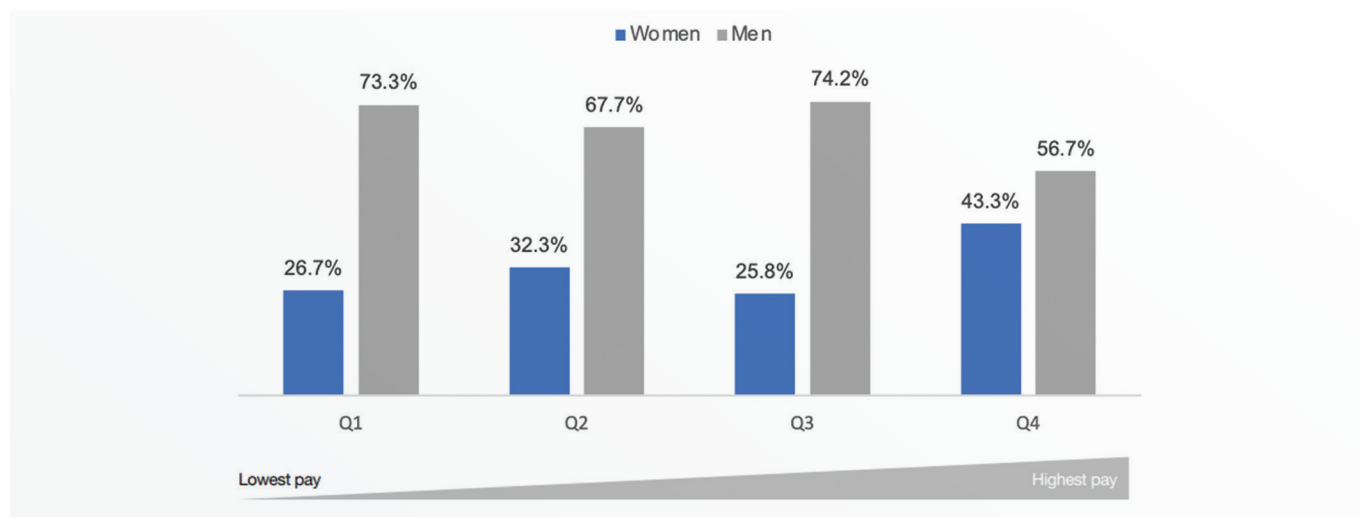
Median bonus pay gap	Mean bonus pay gap
2018: 85.7%	2018: 56.3%
2019: 86.8%	2019: 84%
2020: 69.5%	2020: 74.8%

For further information please contact us on:

United Kingdom: 0333 005 0456 | info@phscompliance.co.uk | www.phscompliance.co.uk

The proportion of men and women in each pay quartile in April 2020

The women in our workforce are predominantly employed in more senior roles.



What we'll be doing in 2021

We're at the start of our wider diversity and inclusion journey and will spend time in 2021 developing and embedding this into our business.

Recruitment

We recognise that our biggest challenge is that the number of women in our workforce is too low. We will continue to make a conscious effort to improve our gender balance by broadening our attraction strategy and ensuring we have diverse candidate short lists for all leadership roles.

Developing our people

We're proud that all **phs** employees have access to many different learning and development opportunities and we will continue to develop and promote these opportunities to all colleagues, particularly women.

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**. Specifically, we will seek to attract and hire more women into roles with technical apprenticeships.

Introduction of more flexible working

We will review our flexible working policy to ensure that we offer our office-based employees greater flexibility over how and where they work.

Variable Pay

We will introduce bonus schemes for office based colleagues (the majority of whom are female)

Signed:

Dan Lee

Managing Director

Mike Winstone

HR Director

For further information please contact us on :

United Kingdom : 0333 005 0456 | info@phscompliance.co.uk | www.phscompliance.co.uk