



APRIL 2022

## REPORTING ON OUR GENDER PAY GAP

At Encirc, we are committed to providing a workplace where job opportunities are available for everybody, regardless of gender, and that men and women are paid equally for the work they undertake.

Creating a progressive and inclusive workplace is a key objective for Encirc and we believe these commitments will bring positive change across our business. We will continue to embrace gender diversity and equal opportunities for all, not only at Encirc, but industry as a whole.





## HOW WE WORK IT OUT

The gender pay gap is the **difference between the average earnings** of men and women, regardless of the nature of their work and level within the business. A positive percentage means that female employees have lower pay or bonuses than male employees, whereas a negative percentage represents female employees having higher pay or bonuses than male employees.

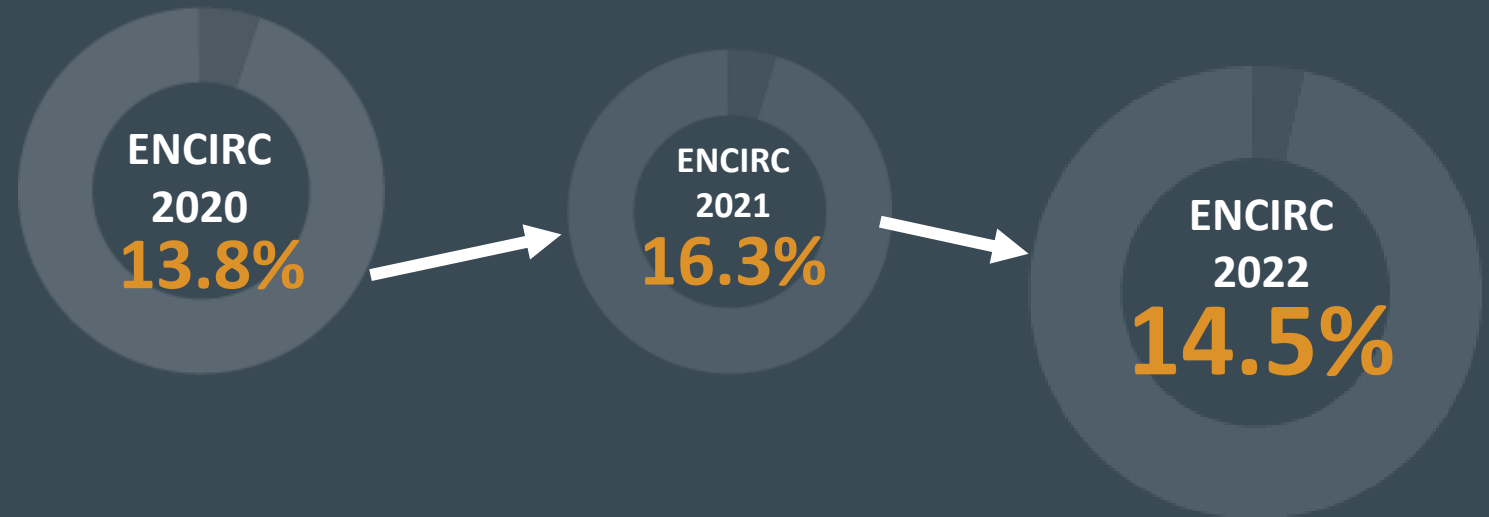
The **median** is the middle number. The median pay gap is the difference between the pay for the 'middle woman' compared to the 'middle man' if all employees are lined up in order of their pay. Median is often preferred when analysing data as it is not affected by outlying values.



## WHERE WE ARE – AS AT APRIL 2022

As you can see, our gap is still wider than our best year recorded. The good news is that our overall median gender pay gap has narrowed since last year. Some of the reasons why we think this has happened:

- Our fair recruitment process has seen the appointment of a number of females in senior positions, either via external recruitment or internal promotion, which closes the gap.
- We believe that work to drive equity, diversity and inclusion across the business has helped to challenge external perceptions and how women see our business. Our reputation as industry-leaders and conscious disruptors instils confidence in our applicants, and the opportunities we offer appeal to a broader demographic of people. We're working hard to ensure that women can see a career path for themselves at Encirc.
- We recognise that whilst the gap has narrowed, it is not narrow enough. There is more work for us to do in attracting female talent and progressing our existing talent.
- We remain committed to creating a safe and equitable place to work for *all*.



**MEDIAN GENDER PAY GAP**

## WHERE WE'RE GOING

Some of our other initiatives:

- All female successors for senior or critical roles in the business, and/or females identified as high potentials, will have a Personal Development Plan (PDP) in place by the end of 2023.
- A 'Women in Manufacturing' enrichment curriculum is currently in development which aims to provide women in the business skills and behaviours to support their career growth in a male dominated sector.
- 28% of colleagues who undertook professional development in 2022 were female.
- The Women in Manufacturing committee is working to create an allyship strategy, in partnership with ExCo, for roll out throughout 2023 and beyond.