

Gender Pay Gap REPORT 2018

This information has been published in accordance with the Gender Pay Gap Reporting regulations under the Equality Act 2010, Regulations 2017, which came in to effect in April 2017.

The legislation states that UK employers, with 250 or more employees, are required to publish annual statutory calculations showing the pay gap between male and female employees. Gender pay gap is not the same as equal pay.

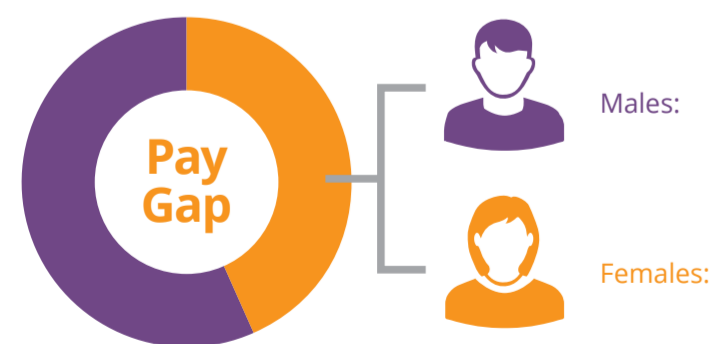
Equal pay ensures males and females receive the same pay for carrying out the same, or equivalent, work. The gender pay gap looks at the difference between the average male and the average female in the company, regardless of their role.

The data in this report reflects payments made in April 2018 along with any bonus payments made in the 12 months prior to, and including, April 2018.

RESULTS

These figures have been generated using the mechanisms set out in the Gender Pay Gap reporting legislation.

Pay Gap between males and females Median: **21.9%**
Mean: **28.4%**



The above figures show the difference between the average hourly pay rate of all females compared to all males at Axiom, irrespective of their role or level within the company. The figures are expressed as a percentage of the male's average pay.

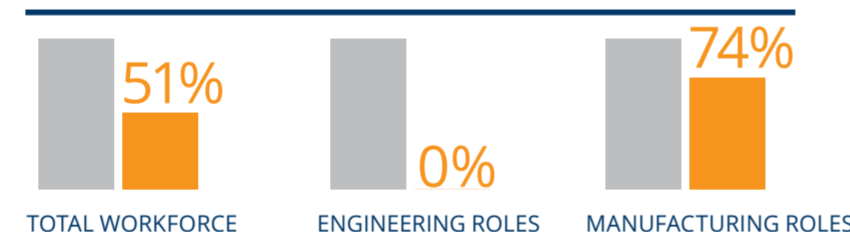
Our figures show that the median average pay of all females is **21.9%** lower than all males within the company. This is an improvement of 2.7% versus 2017. For comparison, the UK's national gender pay gap is **17.9%**.

Snapshot as of April 2018

- 51%** of the workforce are female
- 11%** of the management team are female
- 0%** of engineers are female
- 77%** of Axiom's Production Operators are female. This is an increase of 3% versus 2017
- 42%** of 2018 new employees were female, This is up by 2% versus 2017.

Both the Median and the Mean figures have reduced in comparison to 2017, demonstrating that the gap between the average hourly pay rate for females and the average hourly pay rate for males is closing. However, the difference in average pay at Axiom is largely due to more men being in senior, higher paid roles, and more females being in lower paid roles. As detailed above, only 11% of the management team are female.

Engineering ROLES



Whilst females represent **51%** of Axiom's total workforce, the gender pay gap is largely attributed to the number of men in engineering roles (**100%**) and the number of women in manufacturing roles (**77%**).

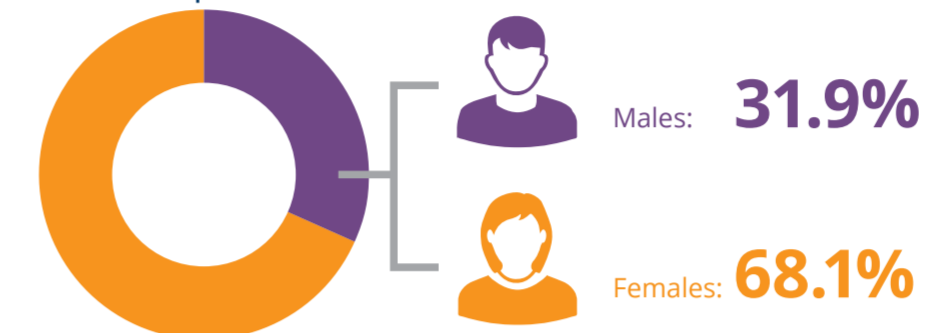
Percentage of Workforce who received a Bonus
Male: **93.6%**
Female: **93.2%**

Bonus Gap between Males and Females
Median: **0%**
Mean: **57.3%**

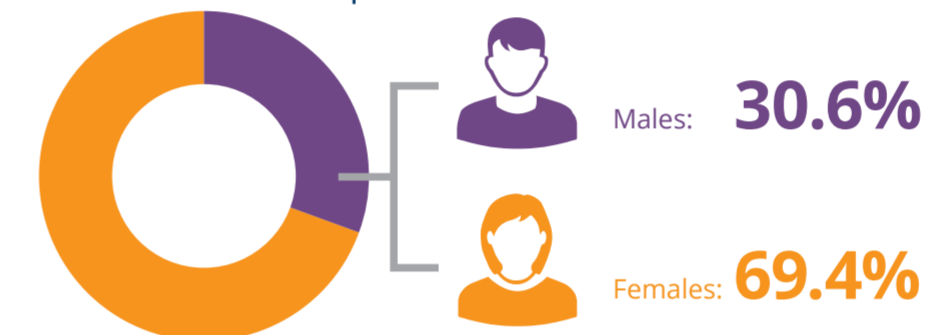
At Axiom, in 2018, all employee received a bonus providing they were employed in 2017 and remained employed at the time the bonus was paid out.

PROPORTION of males and females by quartile

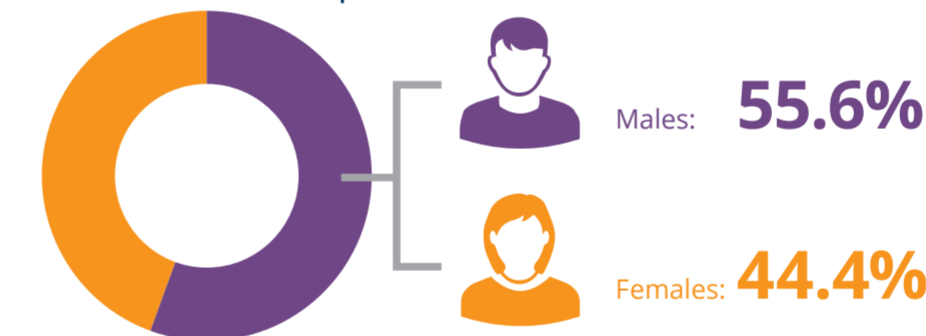
LOWER quartile



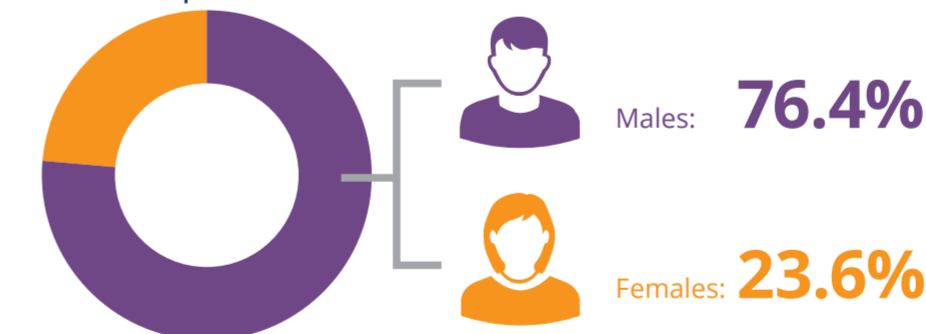
LOWER MIDDLE quartile



UPPER MIDDLE quartile



UPPER quartile



The above figures show the gender distribution across four equally sized hourly pay quartiles.

Compared to 2017 results, the number of females in the lower middle quartile, upper middle quartile and upper quartile has gone up by **1.3%**, **3.6%** and **1.1%** respectively.



Since September 2014 Axiom has taken on 9 interns:
3 female
6 male

Since July 2011 Axiom has taken on 24 apprentices:
5 female
19 male

Since July 2013 Axiom has taken on 11 graduates:
4 female
7 male

Axiom are committed to gender equality and advancing females within the workplace however, employing females within engineering functions is a challenge across the industry. The company will continue with its apprenticeship, intern and graduate schemes along with flexible working opportunities.

I can confirm the data in this report is accurate and calculated in accordance with legislation.

Signed by D. Davies,
Managing Director.

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