



allvotec

Gender Pay Gap 2020/21

At Allvotec our aim is to be a world leading services business. We believe that our success ultimately depends on our people and therefore, diversity and inclusivity play a fundamental role.

By recruiting and developing a diverse talent group, irrespective of gender, our goal is to create a business that attracts and retains the best people which reflects the communities and businesses we serve.

Our tagline - 'together we can' - runs through the heart of our business and we believe that together, regardless of gender, we can offer the best service to our partners and provide the right environment, development, and opportunities for everyone.

The gender pay gap is an equality measure that shows the difference in average earnings between men and women. The Equality Act 2010 (Gender Pay Gap Information) regulations 2016 aims to tackle the gender pay gap that exists in organisations and provide transparency around gender pay gap differences.



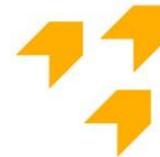
Our Values

Allvotec have created 5 values that underpin everything we do as a business and help us strengthen relationships with every one of our employees, partners and customers.

They enable us to build trust, reduce operating costs, mitigate risks, drive a successful business, and attract and retain talent.



Be Bold
Willing to meet challenges
or take risks



Demonstrate
Be the example, show
how...



Act with Integrity
Behave honorably, even when
no one is watching...



Collaborate
Work jointly on an
activity or project...



Own Outcomes
Be accountable for the results
until the end...

Our Gender Pay Gap

This table to the right shows the Mean and Median differences in the hourly rates between our male and female employees.

Allvotec have a Mean pay gap of 20% this means that on average men are paid 20% more than women. Our Median pay gap is 23.70%.

Mean & Median Gender Pay Gap

Mean Pay Gap	20.00%
Median Pay Gap	23.70%

Pay Quartiles - Percentage of men & women in each pay quartile



		
Top Quartile	7.73%	92.27%
Upper Middle Quartile	8.58%	91.42%
Lower Middle Quartile	14.59%	85.41%
Lower Quartile	29.06%	70.94%

The graphic to the left gives the snapshot of how each pay quartile is compiled. The figures tell us that each quartile is represented by more males than females. the largest of these is with the 'top quartile' which female employees represent only 7.73% .

The data shows there is work to do and as a business we are working on a number of initiatives to address these gaps.

The figures within this report are compiled in line with the Gender Pay Gap guidelines and are taken from 5th April 2020.

Our Bonus Pay Gap

Proportion of men & women receiving a bonus payment



24.72%



16.43%

The data shows that 24.72% of male employees received a bonus compared to 16.43% of females.

On average the bonus paid to female employees was 26.25% higher than our male employees.

The median point of bonus payments to our female employees is 670.47% higher than our male employees.

Mean & Median Bonus Gap

Mean Bonus Gap	26.26%
Median Bonus Gap	670.47%

Closing the Gap

Historically our recruitment strategy has attracted mainly males to our organization. Allvotec's commitment is to recruit the right person for the role regardless of gender. We will also commit to increasing number of women in senior positions.

Our vision is to create a business culture that encourages everyone to achieve to the best of their ability, as well as supports anyone who wishes to grow within the organisation.

In the next financial year, we will be promoting several initiatives to assist in developing our gender pay gap commitments. These include:

- Performance Development Review (PDR) scheme
- Apprenticeship scheme
- Focusing on women in leadership events, career focus events and our steering committee

