



# UK GENDER PAY GAP REPORT

APRIL 2019

## **OUR GENDER PAY GAP REPORT**

At Optimas we believe that promoting equal opportunity is key to the success of the company. We welcome laws introduced by the UK Government for companies employing 250 or more employees to disclose their gender pay gap each year. The regulations came into force in April 2017 and this is our second report published.

In line with reporting guidelines, the data reflects payments made in April 2018. The figures include the hourly rate for each relevant employee, as defined by the legislation. This includes base salary and other allowances, as well as both individual and company performance-based bonus payments received over the previous 12 months. At this time, Optimas employed 552 employees across its UK Operations.



## WHAT IS GENDER PAY AND WHAT IS EQUAL PAY?

The gender pay gap is the difference between the average pay of all men and women across the business, irrespective of their role and seniority. It is different to equal pay which measures whether men and women are paid the same for performing similar roles or work of equal value, as set out by The Equality Act 2010. We have processes in place to ensure we do not have an equal pay issue. Our gender pay gap is instead driven by a greater number of men in traditionally male-dominated technical roles.

## WHAT IS THE MEAN AND WHAT IS THE MEDIAN?

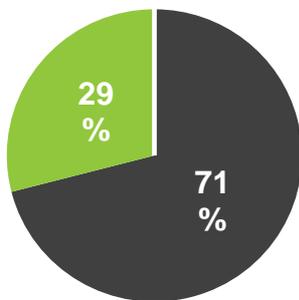
The **mean** measures the average pay or bonus for a woman against the average pay or bonus for a man. The **median** compares the 'middle' pay or bonus for a woman and the 'middle' pay or bonus for a man when all values are distributed from low to high.

# OUR GENDER PAY GAP

The whole UK Gender Pay Gap is over 18%; on average, that's how much more men get paid compared to women. **Optimas recorded a Gender Pay Gap of 0.3% for 2018**, and is therefore considerably ahead of the National benchmark. This is a significant improvement from 2017 and outlines that Optimas is serious in its commitment to reducing Gender Pay issues, through our Recruitment and Reward practices. This offers us an excellent platform to continue to build from in promoting all aspects of equality and diversity across our workforce. We will continue to ensure that the practices we operate across the UK promote inclusive behaviour.

## WORKFORCE BALANCE

● Male      ● Female



## MEAN GENDER PAY GAP

**0.3%**

## MEDIAN GENDER PAY GAP

**-0.5%**

Optimas' 2018 Mean Gender Pay Gap stood at **0.3%**. Whilst this is significantly smaller than National and Industry averages, it does indicate that there are further measures we can take to address any gender imbalance in the workplace.

Optimas operates across industries that traditionally attract a higher proportion of male employees. This remains clear in the gender make-up of our workforce - over 70% of our employees are male. There still remains a higher number of men in senior managerial positions; however, in 2018 there has been an increase in the proportion of women in the highest paid quartile. This is reflective of the recruitment and promotion opportunities we offer across our UK operations, and the inclusive working environment promoted to our workforce.

The average median pay gap remains slightly higher for female employees than male. This again reflects a greater number of men working in our lowest earning roles, and also reflects that, proportionally, there are a higher number of women in the middle two quartiles. These areas are where the majority of our office-based support roles sit, and reflects the fact that a higher number of our office support employees are female.

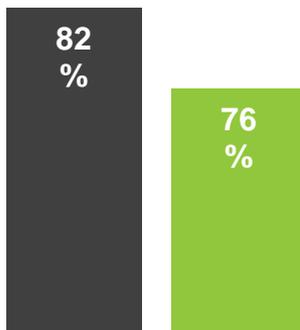
# OUR GENDER BONUS PAY GAP

The gap between the average bonus payment for male and female employees was more pronounced than the average hourly pay gap. Additionally, a higher proportion of male employees received bonus compared to female employees. There are distinct reasons for this. There are fewer women in senior management roles, and those in senior roles have opportunity to earn higher bonuses. In addition to this, a greater number of employees in manual roles were eligible to receive a bonus than those in office support roles, and these roles are traditionally male-dominated.

On average, **men got paid a 14% higher bonus** than women in the business. This is a **significant improvement from 21%** from the same period last year. This is not driven by unequal pay but by the uneven distribution of men and women across the business and the type of roles they do. Like other employers in our sector, we have a greater proportion of men in higher paid, traditionally male-dominated technical roles, which form a significant portion of our workforce. By contrast, we have a large number of women in lower paid, less technical roles such as customer service and administration.

## PROPORTION OF MALE AND FEMALES RECEIVING A BONUS

● Male      ● Female



## MEAN GENDER BONUS PAY GAP

**14%**

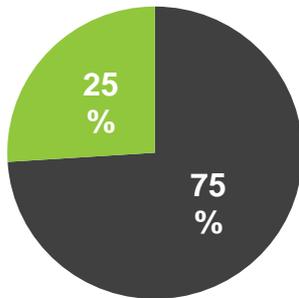
## MEDIAN GENDER BONUS PAY GAP

**-38%**

## PROPORTION OF MALE AND FEMALES IN EACH PAY QUARTILE

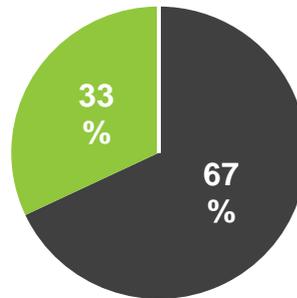
### LOWER QUARTILE

● Male ● Female



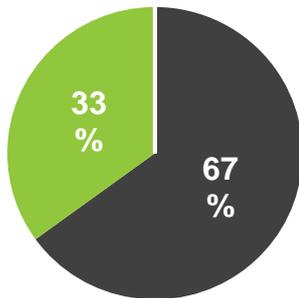
### UPPER MIDDLE QUARTILE

● Male ● Female



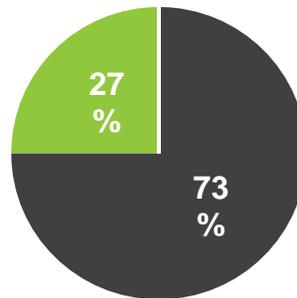
### LOWER MIDDLE QUARTILE

● Male ● Female



### UPPER QUARTILE

● Male ● Female



The distribution of male and female employees in each pay quartile is, broadly, in line with Optimas' organisational gender distribution of 70:30. There are slight variances in each Quartile; this is due to a greater proportion of men being employed in the lowest and highest paid roles within the business, increasing the proportion of women in the middle two quartiles.



## OUR FOCUS ON CLOSING THE GAP

Optimas is committed to ensuring our people have the best opportunities to succeed and are fairly remunerated.

We are continuously exploring how we can close any gaps found within our organisation to create more gender balance, given that we have more men than women. We practice equal opportunities and continuously encourage more women into our sector, we firmly believe in appointing the best candidate into the role regardless of their gender or other factors covered by the Equality Act. We believe our gender balance will change as we continue to address all aspects of diversity.

Although we are making positive progress we recognise, however, that meaningful and sustained change across our business will take time. Detailed strategic updates on talent development and our gender pay gap performance are reported to the Executive Team throughout the year. We aim to attract, retain and develop more women at all stages in their career. As an example we're linking up with local colleges to encourage a more diverse pool of candidates to our engineering apprenticeship programme. Our aim is to attract more female apprentices to our business.

We will continue to review our reward and bonus payment practices to ensure that every employee across the organisation has equal opportunity to earn a bonus, regardless of the role they undertake. Individual performance bonus payments are payable to all employees and are based on individual salary levels and employee's performance rating in the company, which are measured objectively by management.

# OUR DECLARATION

We confirm that our gender pay gap calculations are accurate and meet the requirements of the methodology set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As President of the UK Operations for Optimas, we are pleased there has been positive progress, but we are not complacent whilst any gap exists and will continue to ensure greater transparency around the subject of Gender Pay, and promoting conversations about equality and fairness across the workplace.

We have a gap of 0.3%, which is a significant improvement from 2017. We are considerably ahead of the National average across the sectors we operate within. We are committed to ensuring our reward practices remain fair and that where practices can be improved even further, that we take these opportunities.

A handwritten signature in black ink, appearing to read 'Dan Jack', with a horizontal line underneath it.

Daniel Jack  
President, EMEA & APAC

# OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Ensuring that Optimas continues to be an inclusive, diverse and an exciting place to work is a top priority for everyone who works in our organisation. The positive results we have achieved for 2018, with an average Gender Pay Gap of 0.3%, compared to a UK average of over 18%, show that we are committed to ensuring equality in our workplace. However, as a company, Optimas prides itself on going above and beyond for our customers, and we want to ensure we meet that promise for all current and future colleagues.

Optimas is fostering a culture where individual differences and diversity are welcomed. We are committed to championing equal rights and opportunities, and proactively tackling discrimination or disadvantage in all forms to create an open and inclusive culture for our employees and stakeholders.

We are committed to gender and pay diversity at Optimas.



Anesa Chaibi  
CEO