

EDWARDS LIMITED GENDER PAY GAP REPORT 2020



Our goal in Edwards is to attract the best employees in every position regardless of gender.

We recognise the value of an inclusive workplace culture and know that when we leverage diversity of knowledge, skills and background we optimise innovation, creativity and ideas.

Pay Gap

Men earn on average **12.6% more** than women (mean).

Men earn **12.6% more** than women (median).

Edwards Limited UK workforce 835 employees. 161 women (19%) and 674 men (81%).

Part time population

35 women (4.1% of UK population) vs 27 men (3.2% of UK population) work part time.



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In line with UK government regulations introduced in 2017, we are publishing our third annual Gender Pay Gap report. This report details the data for Edwards Limited, which covers our entire UK workforce. We are pleased to report that the gender pay gap has improved and this can be attributed to our focused efforts on attracting and hiring female talent both at Early Careers and in experienced hires.

However we still have fewer women in leadership positions and are committed to working to reverse this trend.

The gender pay gap is not the same as equal pay. We regularly review our approach to pay equality through our hiring processes, personal performance development review and salary planning processes, and we are confident that we offer equal pay for men and women undertaking comparable work. The gender pay gap is an average figure for all UK employees regardless of the job that they do.

Attracting Female Talent

Edwards is a member of WISE (Women in Science and Engineering) and its goal is for women to represent 30% of the STEM workforce in the UK. In 2020 women represented 29% of the people hired through our Early Careers programs. Increasing the number of women in Early Careers is critical to our long-term goals and key to driving an inclusive culture.

Committed to a Diverse and Inclusive Culture

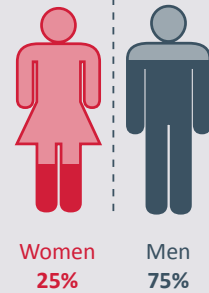
At Edwards we do not look at gender diversity in isolation. It is part of our wider Diversity & Inclusion strategy. In 2020 we introduced several direct actions to improve diversity & inclusion:

- Hired a D&I manager to support our long term goal to progress both gender and wider diversity in our workforce and to help us deliver our inclusion goals
- Introduced new diversity & inclusion goals which focus on gender diversity, how we all contribute to inclusion and how we can minimise bias at work
- Launched a new diversity and inclusion e-learning programme
- Provided guidance to all employees on how to minimise bias in our talent processes
- Expanded our global network of diversity champions, who support the delivery of our goals in each of our locations
- Delivered train the trainer workshops to management on how to create an inclusive culture.

We still have much to do to improve gender diversity at Edwards, but these actions demonstrate our focus on improving knowledge, commitment and action to ensure we are growing an inclusive environment where all our colleagues thrive and belong.

Gender Breakdown per Pay Quartile

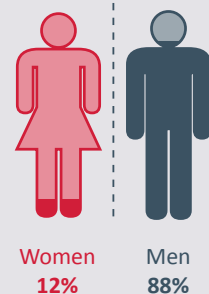
Quartile 01 - Lower Paid



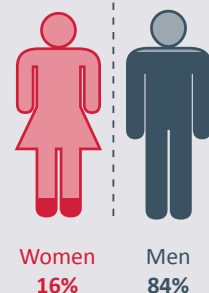
Quartile 02 - Lower Middle



Quartile 03 - Upper Middle



Quartile 04 - Highest Paid



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Bonus

Average (mean) bonus earnings for men are 38.1% higher than bonus earnings for women. Median bonus earnings for men are 18.5% higher than median bonus earnings for women.

87% men received a bonus

87% women received a bonus

Employees can choose to sacrifice their bonus payment into their pension via salary sacrifice, which impacts on the number of employees receiving a bonus.

As bonus directly correlates with a percentage of basic salary, employees working part-time hours impacts the amount of bonus they will receive. Other factors that impact bonus payments include employee personal performance ratings, and financial performance attributed to the area the employee is working. These can vary between 0% and 150% of target.

Gender Diversity

Mean hourly pay difference between M/W employees (%)	12.6
Median hourly pay difference between M/W employees (%)	12.6
Proportion of employees in lower pay quartile (1) (W/M %)	25/75
Proportion of employees in lower middle pay quartile (2) (W/M %)	23/77
Proportion of employees in upper middle pay quartile (3) (W/M %)	12/88
Proportion of employees in highest pay quartile (4) (W/M %)	16/84
Mean bonus payment between M/W employees (%)	38.1
Median bonus payment between M/W employees (%)	18.5
Proportion of employees receiving bonus pay (W/M %)	87/87

The above table shows our mean and median gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2020 (pay) and in the 12 months reference period to 5 April 2020 (bonus)).

Edwards is committed to providing and creating an inclusive place to work as gender diversity is key for our future and long term success. I certify that the information given in this report is true and accurate.



Geert Follens,

Business Area President, Vacuum Technique and Company Director, Edwards Limited

Edwards is a member of WISE, a Community Interest Company which provides Business to Business (B2B) services to get more women into all levels of science, technology, engineering and maths (STEM) roles.



The Company is also a member of the Employers Network for Equality & Inclusion (ENEI), the UK's leading employer network covering all aspects of equality and inclusion issues in the workplace.

