

## EDWARDS LIMITED GENDER PAY GAP REPORT 2022



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 **12.5% more** than women (mean).

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**Men** earn **11% more** than women (median).

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**Edwards Limited UK workforce** 1000 employees. 227 women (23%) and 773 men (77%).

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### **Part time population**

33 women (3.3% of UK population) vs 24 men (2.4% of UK population) work part time.

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In line with UK government regulations introduced in 2017, we are publishing our sixth annual Gender Pay Gap report. This report details the data for Edwards Limited, which covers our entire UK workforce. Overall the UK gender pay gap has improved in 2022, with the median data seeing a decrease of 0.5% year over year, while the female mean rate increased by 2.5% year over year.

Despite our efforts, we still have fewer women in leadership positions, and we're committed to improving this longer-term by recruiting more women in early careers, and by retaining more women throughout their career.

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 2022 women represented 32% 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

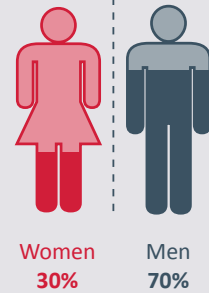
At Edwards we do not look at gender diversity in isolation. It is part of our wider Diversity & Inclusion strategy. In 2022 we introduced several direct actions to improve diversity & inclusion:

- Introduced mandatory unconscious bias training for all managers.
- Hired two additional HR specialists to focus on early careers strategy across our UK sites.
- Implemented structured work experience programmes for Year 12 students, with more than 50% of places going to girls.
- Increased STEM engagement in local schools through our early career campaigns.
- Participated in STEM Women careers fairs.
- Continued focus to make our recruitment more inclusive and minimise bias in our talent processes.
- Worked to increase brand awareness in educational institutes and local areas where we operate.
- Targeted marketing to attract female applicants to our apprenticeship positions.

Several of these longer-term actions will take time to see an impact in our workforce.

## Gender Breakdown per Pay Quartile

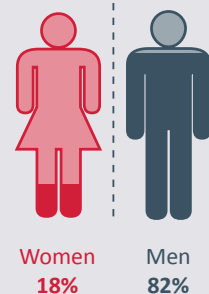
### Quartile 01 - Lower Paid



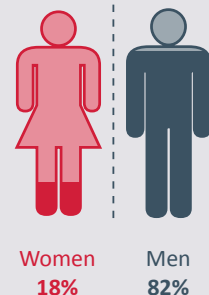
### Quartile 02 - Lower Middle



### Quartile 03 - Upper Middle



### Quartile 04 - Highest Paid



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## Bonus

Average (mean) bonus earnings for men are 11.2% higher than bonus earnings for women. Median bonus earnings for men are 11.2% higher than median bonus earnings for women.

**87% men received a bonus**

**78% 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 (%)	<b>12.5</b>
Median hourly pay difference between M/W employees (%)	<b>11</b>
Proportion of employees in lower pay quartile (1) (W/M %)	<b>30/70</b>
Proportion of employees in lower middle pay quartile (2) (W/M %)	<b>24/76</b>
Proportion of employees in upper middle pay quartile (3) (W/M %)	<b>18/82</b>
Proportion of employees in highest pay quartile (4) (W/M %)	<b>18/82</b>
Mean bonus payment between M/W employees (%)	<b>11.2</b>
Median bonus payment between M/W employees (%)	<b>11.2</b>
Proportion of employees receiving bonus pay (W/M %)	<b>78/87</b>

The above table shows our mean and median gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2022 (pay) and in the 12 months reference period to 5 April 2021 (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.

