

At the Hepco Group our aim is to ensure all our employees are treated fairly and have equal access to all opportunities within the organisation. We ensure everyone is fully trained to perform their role to the best of their abilities to enable the company to maintain its high standards of quality and customer service excellence whilst being fairly financially rewarded for the work they do.

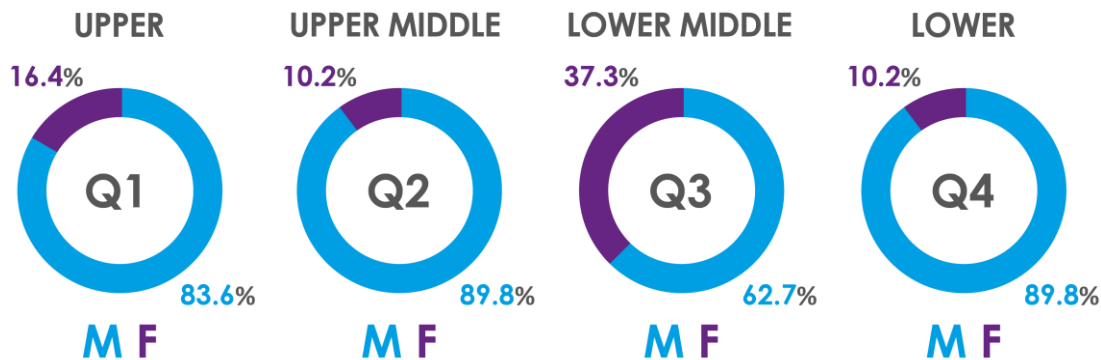
Our business objectives are reviewed regularly and clearly communicated to everyone to ensure we are working to a common goal. To support this, we carry out regular audits and reviews of our people and processes to confirm we are achieving our aims. We offer award-winning apprenticeships, trainee opportunities, further education and role specific training to aide professional and personal development.

We strive for a culture of inclusion, diversity and equality as underpinned by our policies and procedures. We are pleased to report we have a lower than the national average gender pay gap due to females within our senior leadership team and females holding technical roles across the organisation despite being a heavily male dominated workforce. The main reason for our gender pay gap is a difficulty in attracting females to a career in engineering.

	Mean	Median
Hourly pay	9.92%	7.57%
Bonus pay	16.79%	16.67%

QUARTILES

The following illustrates the proportion of men and women in each of the four equally sized Quartiles required for Gender Pay Gap reporting requirements.



We are working on reducing our gap further by engaging with local schools, colleges and the wider communities to encourage female students of all ages to take an interest in STEM subjects as well as looking at other recruitment programmes such as apprenticeships, traineeships to support females wanting to make a step into a career in engineering.

I confirm the data has been calculated and checked for accuracy in accordance with the mandatory requirements.

C. Reed

CHRIS REED

GROUP FINANCIAL DIRECTOR

October 2022