

# UK Gender Pay Gap Report

April 2018



EDM Group are committed to creating a diverse and inclusive place to work where people can be themselves, perform to their best ability and progress within the company.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. EDM UK falls into that category and we are open to sharing that data.

As a company we have two quite distinct areas of our business; a heavy production workforce that makes up the majority of our Operations division, and Professional Services teams across the UK operation. Overall evaluation of our data shows that the difference in the average gender pay gap across our results is due to proportionately more men being in senior, higher paid roles and proportionately more women in lower paid roles.

We are continuing to make efforts and introduce initiatives to ensure greater gender parity across all areas of our business.

I confirm the published information is accurate.



A handwritten signature in black ink, appearing to read 'Sam Ferguson', with a long horizontal flourish extending to the right.

**Sam Ferguson**  
EDM Group CEO and President

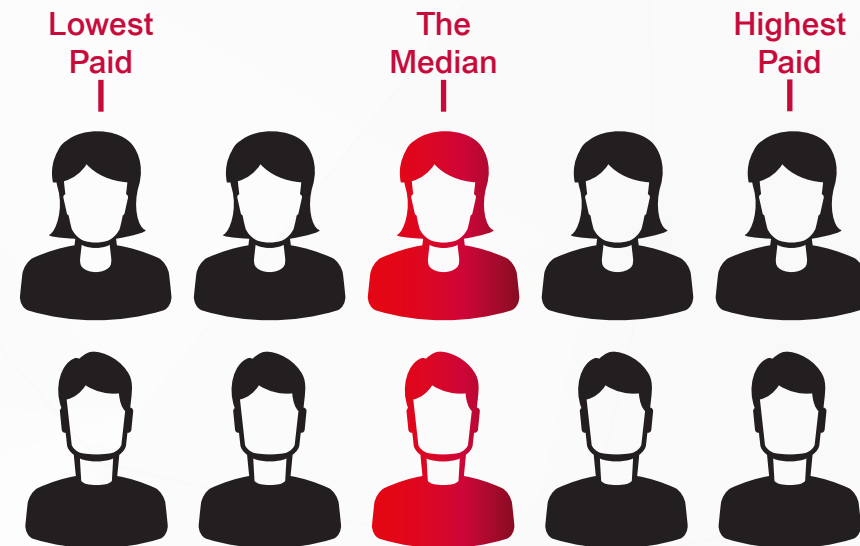
## What is the gender pay gap and how is it calculated?

The Gender Pay Gap is a snapshot of the difference between the average hourly pay levels of all women compared to all men, irrespective of their role or level in the company, expressed as a percentage of the male average pay across the business.

The percentage difference is therefore purely statistical. If a workforce has a particularly high gender pay gap, this can indicate there are a number of factors that affect that overall figure.

Technology companies historically have attracted many more male than female employees and while that dynamic is changing it will take time to show a positive effect on our gender pay gap results.

The **Gender Pay Gap** is an average figure and is not the same as equal **'Equal pay'** which looks at the individual pay level and is about ensuring that men and women are paid the same amount for carrying out the same work or work of equal value.



**Results**

Gender Consolidated Pay

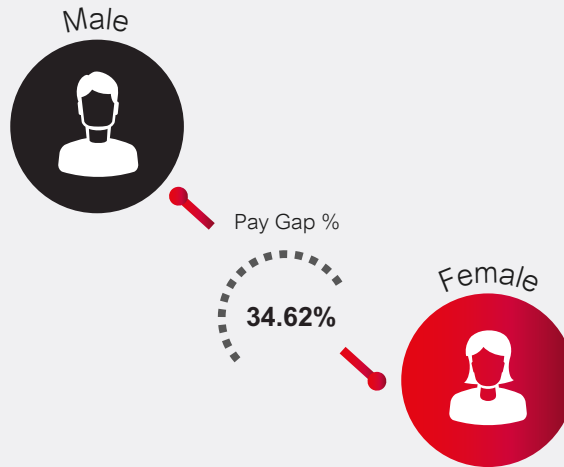
47.3%



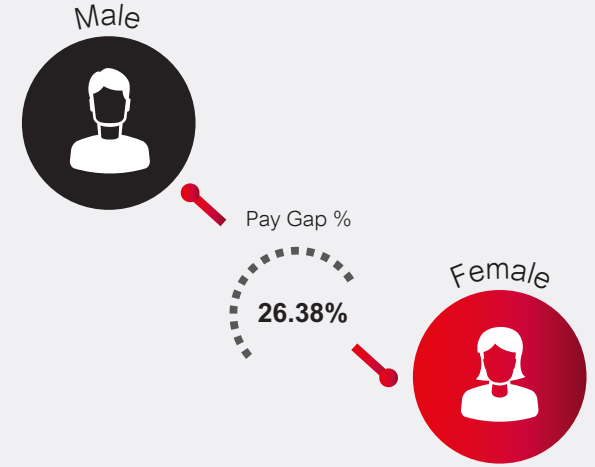
52.7%

Male Female

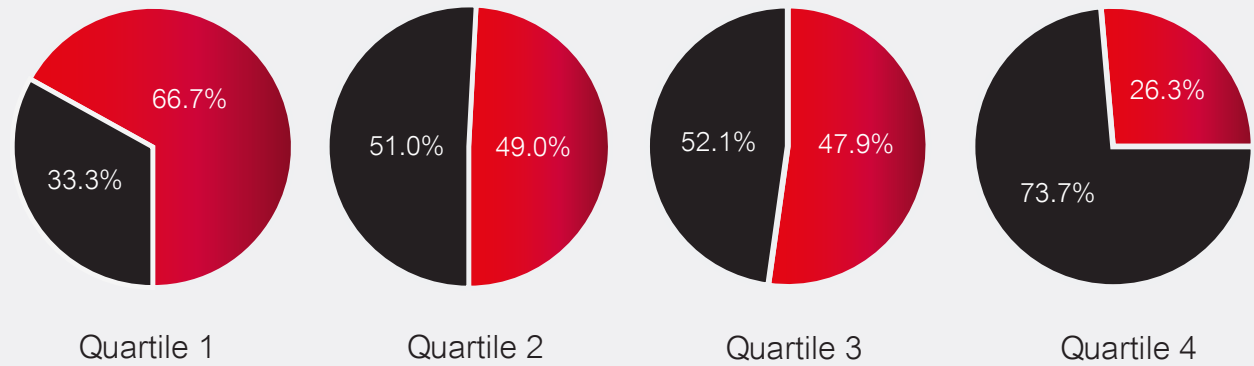
Mean Review



Median Review



Quartile Review



An explanation of the results data is shown on Page 8

## Bonus Results

### Gender Bonus Pay Review

35.5%



64.5%

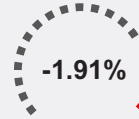
Male Female

### Mean Review

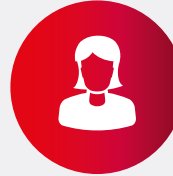
Male



Pay Gap %



Female

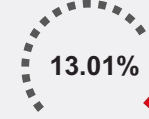


### Median Review

Male



Pay Gap %



Female



Proportion of Males Receiving a Bonus

9.8%



Proportion of Females Receiving a Bonus

6.01%



An explanation of the results data is shown on Page 8

## Operation Results

### Operation Result Quartile Review

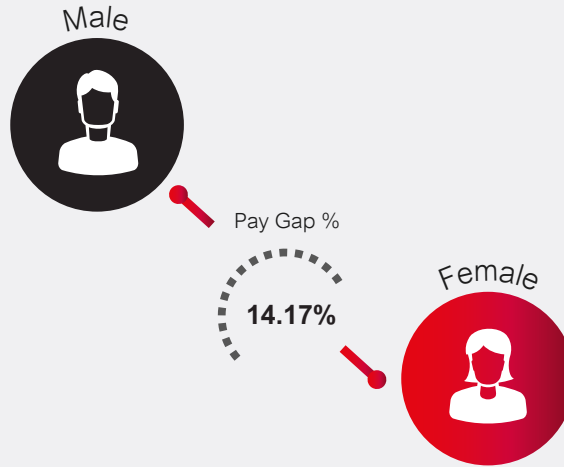
51.7%



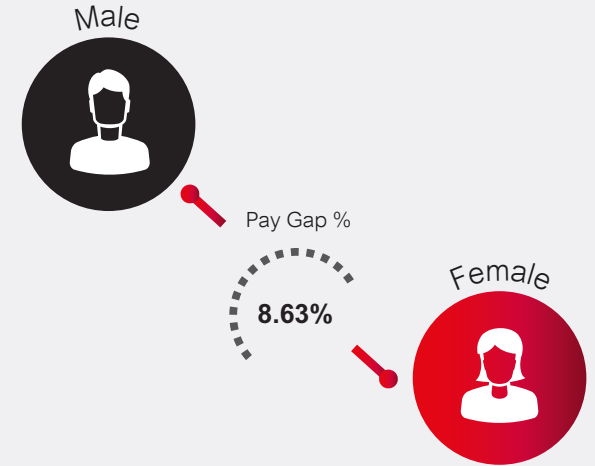
48.3%

Male Female

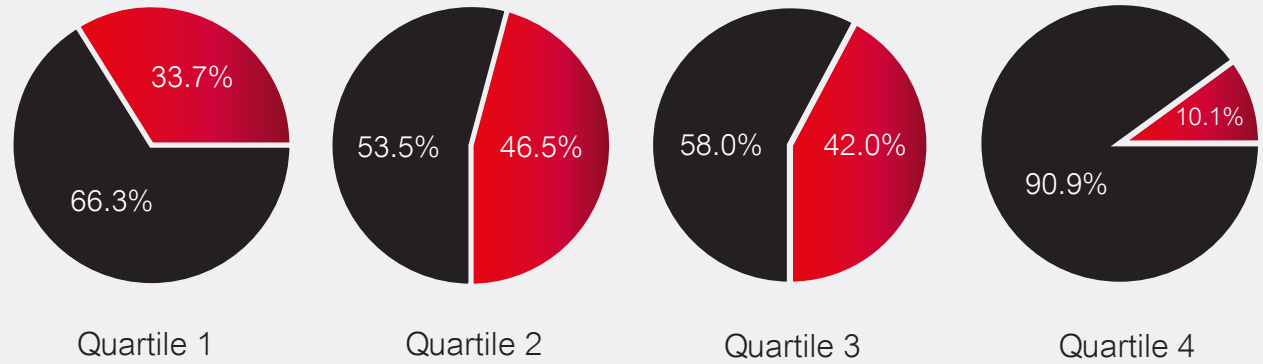
### Mean Review



### Median Review



### Quartile Review



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## Professional Service Results

### Gender Consolidated Pay

40.0%



60.0%

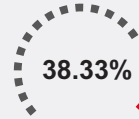
Male Female

### Mean Review

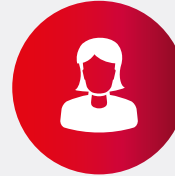
Male



Pay Gap %



Female

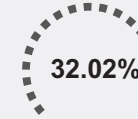


### Median Review

Male



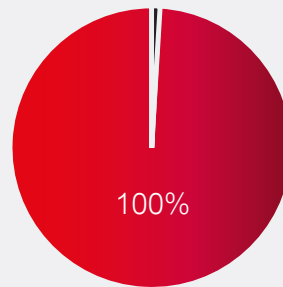
Pay Gap %



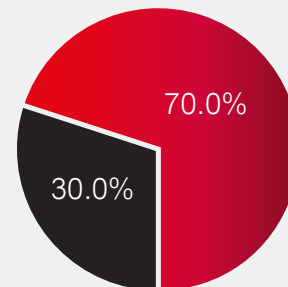
Female



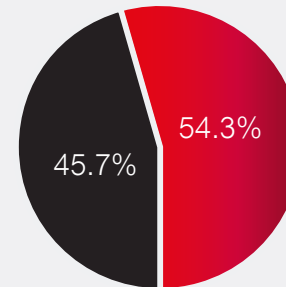
### Quartile Review



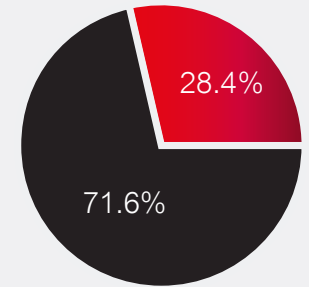
Quartile 1



Quartile 2



Quartile 3

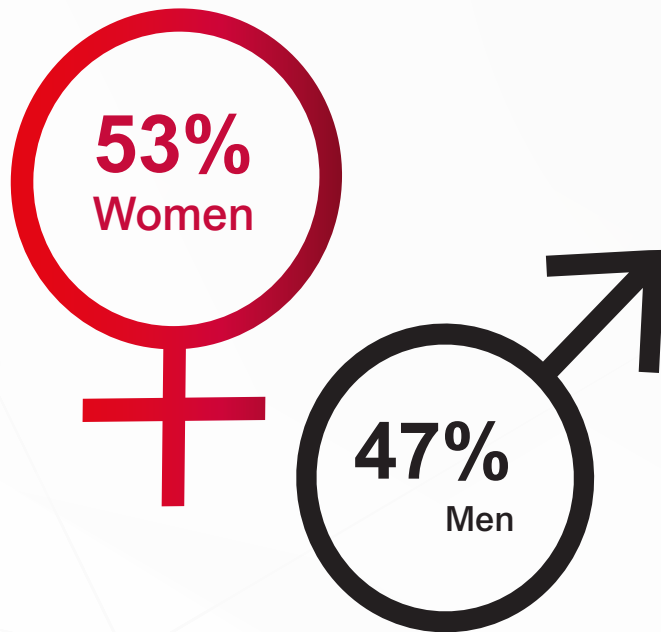


Quartile 4

An explanation of the results data is shown on Page 8

## Current Position

Across 800 Employees  
the gender balance is...



Across EDM UK's 800 employees the gender pay gap is 34.62% and represents the mean average of all male and female salaries. Our figures show that the median gender pay gap which is the mid female salary versus the mid male salary at 26.38%, is currently higher than the UK National average at 18.1%.

The gender pay gap bonus results represent a smaller population and include mainly those in sales being paid commission. The mean average gender bonus gap is -1.91% with the median gender bonus gap being 13.01%.

The charts show that Operations have a smaller gender pay gap than the overall company result from 34.62% to 14.17% and lower than the UK National Average at 18.1%. The Professional Services result shows a larger gender pay gap than the overall company results from 34.62% to 38.33%.

Our quartile comparison review shows the gender distribution across the pay quartiles which range from Q1, representing the lower paid roles, where there are more women than men, to Q4 where there are proportionately more men in senior, higher paid roles. Across the middle quartiles the gender pay gap reduces significantly, across both areas of the UK business. When we look at the salaries between men and women in the same roles, the difference reduces significantly.

The evaluation of the data indicates that there are proportionately more women in less well paid roles and proportionately more men in senior higher paid roles.



## Next Steps

We acknowledge the need to make positive changes to our gender pay gap and are looking at several initiatives to redress the balance.

These include; positive recruitment to attract both men and women to join EDM, as well as graduate and apprenticeship programs to promote the STEM subjects - Science, Technology, Engineering and Mathematics. We have also joined the Wise campaign for gender balance in science, technology and engineering, to help attract women into the digital technology areas of the organisation.

We are introducing a new leadership program for those wishing to develop their careers further, as well as initiating a Diversity & Inclusion training program.

We continually review our flexible working opportunities including enhanced maternity and paternity payments for employees, with a view to actively encouraging women to feel valued and to return and progress their careers at EDM.

We will look to encourage better gender balance throughout the organisation through our HR processes and will continue to regularly highlight women in senior leadership roles and people in non-traditional roles to raise aspirations and challenge gender stereotypes.



## Women at EDM

Some of the women who have progressed through EDM share their own experiences.

### Kathryn Spilsbury Programme Manager



I joined EDM Group in 2015 as a Project Manager. My first project was to Manage the development of a brand new product that EDM were investing in under the Mortgage Services business, and deliver this to one of the largest building societies in the UK. In my short time with the company I have been promoted to Programme Manager and now look after all of the Mortgage Service Business stream.

As a mum of two; one with special needs, it can be somewhat of a challenge to manage both sides of my life and ensure that I have the correct work-life balance. How do I do this? I have the ability to work flexibly within EDM. This enables me to work from home and adjust my working day to fit in with my children's needs.

I am very proud of what I have achieved in my time at EDM and the confidence that the company instilled in me to progress in my role. I would offer the following advice to any woman that doesn't believe they can succeed in their chosen career if you have a family: the opportunities are there for the taking and with flexibility you can achieve your dreams.

### Kelly Andrew Service Configuration Analyst Team Leader



I initially applied for a Production role at EDM and was successful in gaining a role in the Fiche & Film section and then promoted to a Section Team Leader. I had to ensure that the same training and skills provided to me were passed on and maintained with the team as a whole. I was then actively encouraged to apply for an IT role. The more I learned the more certain I became that this was the profession that I wanted to be in. There was a lot that I didn't know, but thankfully the team were happy to lend assistance and provide the training and knowledge required for me to complete my job.

During my years at EDM, I have progressed from IT Support Analyst to IT Support Team Leader for a number of years, including working on a part-time basis and eventually moving up to my current role as Service Configuration Analyst Team Leader.

I have been asked many times why I am still at EDM and I have always answered honestly: I love my job! I love the people I work with and I enjoy the opportunities and that I get to learn more every day. There will always be a few hiccups along the way but it always gets better. There will always be challenges but there is always a way to overcome them.

Don't hesitate, believe in yourself.

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### Claudette Tomlinson Head of Archive Operations



I have been part of the EDM group for the last 20 years. During this time I have seen many changes and developments in the company and have progressed through many different roles, to my current position as Head of Archive Services.

I have valued the opportunities I have been given during this time, particularly for the training and development I have received as part of the management team at EDM. This also enabled me to gain my BA with honours in Business Management. With the knowledge I have developed I now have the skills to be able to mentor others to reach their full potential.

Within my time working at EDM I have been fortunate enough to work with people who share my values and challenge me to be my best.

Let's inspire each other and be part of the positive change for our next generation.

### Kellie Heinze UK Marketing Manager



This year I celebrated my tenth anniversary with EDM Group.

After starting as a PA in our consultancy division, I have held several roles in Sales and sales support functions including new business development, introducing high profile prospects and customers to EDM.

One of the reasons I value working for EDM Group is because they have invested in me. I have completed various industry recognised training programmes to reflect my role changes allowing me to learn and develop my skills. Most recently this has given me the opportunity to progress to the role of UK Marketing Manager.

With two young children, my work-life balance is very important to me. EDM has supported me in this by giving me the flexibility to adapt my working hours or occasionally work from home, which in turn means I can still deliver the best results.