

## Gender pay gap narrative

At Consort Medical, we want to ensure all employees are rewarded fairly for their work and have the same access to all opportunities.

The UK Government has introduced a requirement on all employers to publish their gender pay gap by April 2018. The calculations below align to these new legal obligations and covers the period from 6 April 2016 to 5 April 2017.

	<b>Bespak</b>	<b>Aesica QB</b>
<b>Mean pay gap</b>	<b>23.65%</b>	<b>18.63%</b>
<b>Median pay gap</b>	<b>30.07%</b>	<b>24.01%</b>
<b>Mean bonus gap</b>	<b>74.78%</b>	<b>6.21%</b>
<b>Median bonus gap</b>	<b>27.18%</b>	<b>2.33%</b>
<b>Proportion of Males and Females paid a bonus</b>		
<b>Men</b>	<b>54.58%</b>	<b>78.70%</b>
<b>Women</b>	<b>49.05%</b>	<b>82.72%</b>

### **Bespak**

<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Lower	48%	52%
Lower Middle	35%	65%
Upper Middle	16%	84%
Upper	17%	83%
<b>Total</b>	<b>29%</b>	<b>71%</b>

### **Aesica Queenborough**

<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Lower	54%	46%
Lower Middle	34%	66%
Upper Middle	30%	70%
Upper	16%	84%
<b>Total</b>	<b>34%</b>	<b>66%</b>

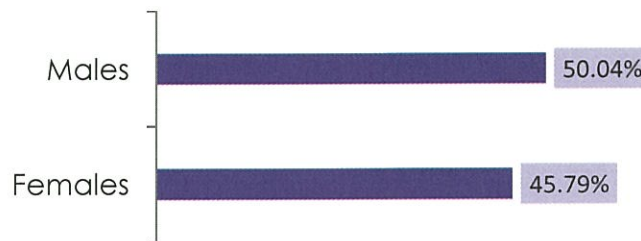
For the Group globally the results are as follows:

The tables below show our median and mean gender pay and bonus gap based on hourly rates of pay as at the snapshot date of 5 April 2017, and bonuses paid in the year to 5 April 2017.

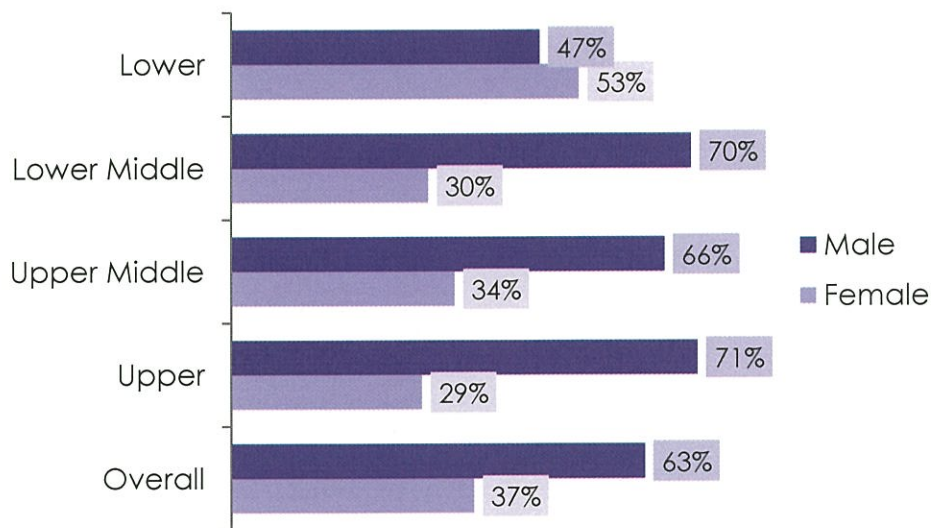
## Gender Pay Gap



## Proportion of males and females receiving a bonus payment



## Proportion of females and males in each quartile band



## Understanding the gap

Based on the Government's methodology, Consort Medical's median gender pay gap is 16.52%.

Unlike equal pay, which refers to paying a man and a woman the same amount for the same, or similar work, a pay gap is the difference in average pay between men and women in an organisation. It is the result of us having far fewer women in senior roles, relative to men. This means having a pay gap is likely to continue until we have fairer representation of men and women. We are committed to addressing this but the initiatives we are taking will take a long time to reflect in the data. More

importantly for us as an organisation is that we provide an environment where there is no glass ceiling and females are provided with the same opportunities to progress as their male counterparts, we will continue to focus on this.

Our bonus pay gap also reflects the lower female representation across the company's senior levels.

### **Addressing the gap**

Consort is a place for people to develop their career, regardless of their gender, background or education. However, there is much we can do to help reduce the gender pay gap across our business. Some of the actions we have or are taking are outlined below:

- The Executive team comprising the six most senior positions in the Group has two females, one of whom has been recently recruited and is Managing Director of one of our two Divisions.
- Introduced mentoring and actively targeting women who are seen as high potential.
- Will offer training for line managers so they can understand unconscious bias and how this might impact people in the workplace
- Initiating a Women in Manufacturing / Engineering forum.
- Hold regular school / education visits to attract women into manufacturing and engineering roles.
- Continue to encourage women to join the Company through our flagship Apprenticeship Scheme.
- When hiring externally, a minimum of one female on the shortlist.

Whilst the manufacturing / engineering workplace provides us with greater challenges in attracting female candidates we are very much committed to doing more to address this. Underpinning all of our actions is our Diversity and Inclusion Policy which sets out our commitment to help all colleagues add value to the business.

*Lisa King*



Group HR Director  
8 March 2018