

heathcoat *fabrics*

Gender Pay Gap Report



Gender Pay Gap Report

2023

Employers with 250 or more relevant employees are required to report annually on their gender pay gap. This involves carrying out six calculations that show the difference between the average earnings of men and women.

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017 and the figures are taken from employee data as of 5th April 2023.

Over the five years since we published our first gender pay gap results in April 2017, we have implemented a number of actions aimed at achieving a greater gender balance at all levels within the Company, such as:

- Continuing to review our recruitment processes to ensure we are focused on attracting more female candidates. All adverts are presented in a way to attract a diverse candidate pool
- Attending Women in STEM career fairs in addition to other recruitment events to ensure our Graduate Development Programme is attractive to potential applicants
- Continuing to review our policies to reflect our commitment to developing a more diverse workforce, further developing an inclusive culture
- Reviewing our employee benefits packages which includes enhanced maternity pay
- Embedding our approach to offering more flexible working practices that would attract more females
- Reviewing our approach and commitment to making employment and development opportunities more open to women and different levels of the business
- Providing Schools, Colleges and the local community with Diversity, Inclusion and Belonging talks to encourage inclusivity for Work Experience and T Level Students
- The HR Manager is an Enterprise Adviser with Careers South West, supporting the South West Career Hub with raising awareness of the Textile and Manufacturing industry to female students through projects
- The introduction of a Mentoring Programme across the business to encourage Senior Leaders to create a mentorship culture for promotion of women into senior roles
- Continuing to produce wellbeing initiatives for women, including Mental Health and Menopause support
- Introducing CMI & ILM Leadership qualifications as mandatory into our Job Descriptions to enhance promotional opportunities to women within the manufacturing areas of the business.

The impact of our actions have continued to make a difference, based on previous years trends, specifically for Graduates and Technical roles and we believe will continue to be seen in future gender pay gap reports. As a number of these actions will take time to embed, we expect a measurable difference over future years.

We are committed to providing a working environment in which our pay approach supports the fair treatment and reward of all our employees free of bias, including gender and we believe that this is key to our long-term success and ambitious growth plans, allowing all employees to contribute to the success of our business.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gap is a result of too few women in senior roles across our business.

Our Company, like many others in our sector, employ far more men than women and in April 2023, our female workforce represented 25%. We recognise that in order to reduce our pay gap, we need to look at our approach to attracting women into the business at all levels but also to review and allow more flexible working into our production shifts.

As well as continuing to analyse and consolidate the actions and outcomes above, we also intend to continue our progress in the following areas:

- Advertising our Apprenticeship programme to attract more school leavers, with particular emphasis on being able to attract women who would not normally work in our industry or in engineering
- Continue to review all of our family friendly and wellbeing policies
- Provide Recruiting Managers with additional interview skills training to help them to understand unconscious bias
- Continue to explore part time working opportunities and job sharing where appropriate
- Offer individual development plans to help increase the confidence of females to apply for senior positions
- Deliver equality, diversity and inclusion refresher training to our line managers

Gender Pay Gap Data

Mean Gender Pay Gap **16.8%**

Median Gender Pay Gap **9.7%**

The "gender pay gap" is an average figure and is distinct from "equal pay", which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value.

The evaluation of our gender pay gap data indicates that the difference in average pay is partly due to proportionately more men being in senior, higher paid roles.

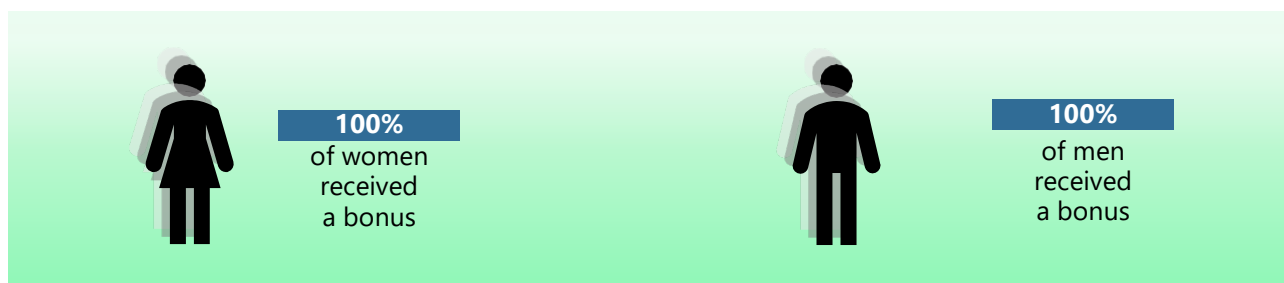
Another contributing factor is that 86.8% of our manufacturing employees (39.5% of all employees) are males who work a regular shift pattern which attracts a premium payment.

Bonus Pay Gap

Mean Gender Bonus Gap **41.9%**

Median Gender Bonus Gap **22.4%**

Proportion of women and men who received a bonus



Our profit share scheme, which is available to all employees, accounts for our high percentage of inclusion for female and male employees.



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