

Gender Pay Gap Reporting Statement

The gender pay gap is the difference between the hourly rate of pay levels for male and female employees in our UK business. This is different to equal pay, which is about whether a woman and a man receive equal pay for the same or a similar job.

proAV are committed to equal pay and promoting a fair and transparent environment for employees to be rewarded based on their position, contribution, competencies and contribution.

Findings for 5 April 2022

| Difference between Male and Female colleagues | | |
|--|-------------|---------------|
| | Mean | Median |
| Pay Gap | 20.4% | 22% |
| Bonus | -30.4% | 87.5% |

| Proportion of Males and Females in each Pay Quartile | | | | |
|---|-----------------------|-------------------------|---------------------|-----------------------|
| | Lower Quartile | Low/Mid Quartile | Mid Quartile | Upper Quartile |
| Male | 60.8% | 81.6% | 93.1% | 83.5% |
| Female | 39.2% | 18.4% | 6.9% | 16.5% |

| Proportion of Males and Females receiving a Bonus Payment | |
|--|-------|
| Male | 13.7% |
| Female | 3.9% |

| Gender Split | |
|---------------------|-------|
| Male | 79.8% |
| Female | 20.2% |

proAV review 2021/2022

By comparing the 'middle male' and middle female' hourly rates of pay, men were paid 20.4% more than women in 2021/2022.

We recognise that there are a higher proportion of women that fall within the Lower quartile whereas there is a higher proportion of men in the Low/Mid, Mid and Upper quartiles. These quartiles are dominated by our technical, engineering and sales roles which traditionally attract higher salaries.



The proportion of men and women overall who received a bonus between April 2021 and March 2022 decreased this year. Our calculations note a negative percentage figure for mean bonus pay suggesting that out of those who are receiving bonuses, women are receiving a higher average amount than men. However, the fact that more men than women were employed at senior levels has resulted in a disparity between the gender bonus pay amounts.

proAV plan for 2022/23

We are working towards bringing more women into the organisation but also to increase the number of women through middle and senior management roles. We believe this will create a more inclusive organisation across the pay grades, and ultimately strengthen our performance and competitiveness. We have a number of initiatives in play which we hope will help us achieve this:

- We will continue to ensure that employees and applicants receive pay and bonuses based on merit, performance and capability, not gender.
- Although proAV has core working hours, the introduction of flexible working has made a positive difference to the gender split, resulting in the changes to the quartiles and number of bonus payments and applicants to openings within the business. proAV is proactively continuing to evolve its flexible working policies to ensure we are accommodating as many flexible working requests as possible, especially from women return to work after maternity leave.
- proAV works within the science, technology, engineering and mathematics (STEM) industries which traditionally attracts more males than females. 2023 will see the launch of proAV's apprenticeship and work experience programmes with a focus on encouraging more women to choose a career within the STEM industries.
- Each job applicant or prospective candidate is treated on the basis of their relevant merits and abilities and all vacancies are open to all genders. We continually review and improve our recruitment process to encourage a more diverse organisation. For example, providing unconscious bias training for hiring managers.
- We seek to respect each employee and their individual needs and whenever possible, subject to operational requirements, will endeavour to be flexible.
- We will continue to actively consider whether an existing role can be undertaken by adjusting the contractual hours, shift times, or job share so as to promote flexible working.
- We will continue to encourage our staff to be open, honest and transparent with the organisation and share any concerns they have regarding our findings and our commitments.

In accordance with the Equality Act 2010, and its protected characteristics, we will not discriminate against others, however we will take positive action towards reducing the gender pay gap, by seeking to remove any prejudice, and encourage our female colleagues within the organisation to grow their careers.



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References

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Office for National Statistics. (2018, January 17). Understanding the gender pay gap in the UK. Retrieved from Office for National Statistics: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/understandingthegenderpaygapintheuk/2018-01-17>