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## Gender Pay Gap Report

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The Equality Act 2010 requires organisations with more than 250 staff to report on their gender pay gap. Heidelberg Graphic Equipment Ltd strongly supports the rights of equal pay regardless of gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, disability, pregnancy or maternity and age. Our Company is committed to promoting equality of opportunity for all employees, workers and job applicants.

The analysis for Gender Pay Gap illustrates the difference between men's and women's average earnings across the organisation. All figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislations.

### Pay gap based on 5 April 2017 snapshot

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The pay gap is 21.6% at the mean<sup>1</sup> and 13.9% at the median<sup>2</sup>. The mean gender pay gap cited by the Office of National Statistics (ONS) is 18.1%.

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#### Hourly Rate

<i>Mean</i>	<i>Median</i>
<b>21.6%</b>	<b>13.9%</b>

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The quartile pay bands<sup>3</sup> show that females do not have a high presence in the upper quartiles and both the industry and our Company need to continue to promote female job applications.

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#### Proportion of male and female employees by quartile pay

	<i>Male</i>	<i>Female</i>
<i>Upper quartile</i>	96.8%	3.2%
<i>Upper middle quartile</i>	88.9%	11.1%
<i>Lower middle quartile</i>	82.5%	17.5%
<i>Lower quartile</i>	71.4%	28.6%

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<sup>1</sup> Mean: a comparison of the average pay for a woman and the average pay for a man.

<sup>2</sup> Median: a comparison of the 'middle' pay for a woman if all pay amounts were sorted from low to high and the 'middle' pay for a man. The median is less impacted by outlier numbers (very high or very low) than the mean.

<sup>3</sup> Quartile pay bands: a comparison of men and women broken down into four equal quartiles ranging from the highest paid to the lowest paid.

## Bonus gap based on 12 months preceding 5 April

The bonus gap is 91.4% at the mean<sup>4</sup> and 24.9% at the median<sup>5</sup>. This is due to females not having a significant presence in the upper quartiles.

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### Bonus gap

*Mean*

**91.4%**

*Median*

**24.9%**

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### Proportion of male and females receiving bonus pay

*Male*

**100%**

*Female*

**100%**

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Heidelberg Graphic Equipment Ltd is a major supplier to the printing industry which has historically had a significantly higher proportion of male employees, particularly in production and engineering roles.

The majority of our employees are engaged in technical activities, including mechanical and electrical engineering, software systems and printing. Many of these technical positions involve unsocial working hours to ensure a comprehensive service to our customers and this is reflected within the salaries of these employees. We are an equal opportunity employer although the vast majority seeking training and employment within these engineering and printing disciplines have been male rather than female. In recruiting our own apprentices we have ourselves found this to be the case. When recruiting employees with established training and experience, including those engaged in direct selling where printing and print industry experience are essential, the candidates for the positions are almost without exception male. To overcome this we attend trade body and recruitment fairs and we look to actively encourage female recruits to our engineering apprenticeships.

As a company we traditionally have a high staff retention rate and, therefore, low turnover of employees, reflecting the working conditions and pay rates provided. Within non-printing and engineering associated positions females are better represented within the staff numbers and, indeed, are often the majority. These positions are set within a salary framework which is applied meritocratically and females are often the highest earners, reflecting their experience and abilities.

I confirm that the information and data provided is accurate and in line with mandatory requirements.



Gerard Heanue, Managing Director

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<sup>4</sup> Mean: a comparison of the average bonus for a woman and the average bonus for a man.

<sup>5</sup> Median: a comparison of the 'middle' bonus for a woman if all pay amounts were sorted from low to high and the 'middle' bonus for a man.