

UK GENDER PAY REPORT 2019

THE HEXADEX GROUP

Welcome to our third annual Gender Pay Report.

Our business is shaped by our Core Values and the Hexadex group of companies is a diverse, engaging and inclusive organisation. As such, we welcome the UK Government's requirement for large companies to report on gender pay. In accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017, we share our data for Teconnex Ltd (CRN: 1447529). Teconnex and another subsidiary within the Hexadex group are the only two entities in the group that employed more than 250 employees on the 5th April 2019 and are therefore required to publish their gender pay gap data.



Will Milles
Executive Chairman - Hexadex Group



TECONNEX UK GENDER PAY GAP RESULTS

PAY DIFFERENCES BETWEEN WOMEN AND MEN:

Median Gender Pay Gap **9.82%**

Mean Gender Pay Gap **17.84%**

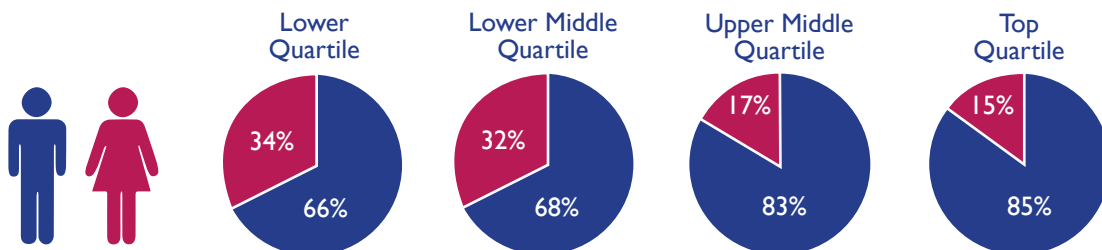
UK's National Median Gender Pay Gap
(Source: Office of National Statistics 2018) **17.9%**

BONUS DIFFERENCE BETWEEN WOMEN AND MEN:

Proportion of employees receiving a bonus:

Men 65.78% Female 65.52%

	Mean	Median
Bonus	28.71%	5.10%



Improving gender diversity within our workforce (and our industry as a whole) remains high on our agenda. Since our last publication we have continued to focus on our commitments with our People Strategy. We have the right environment, policies and procedures in place to ensure we successfully drive change. Both men and women in our organisation are paid fairly and our rewards and practices are designed and regularly reviewed to ensure pay is competitive with the market regardless of gender.

We are pleased to report that our mean and median gender pay gap have reduced from the previous year. We are committed to exploring and better understanding the drivers of our gender pay gap so we can continue to build stronger foundations for our future.

As we build on our strategies taking our efforts to the next level, we will ensure each initiative undertaken is targeted and effective as possible.

One such initiative is our ongoing contribution to ICE (Industrial Centres of Excellence) and Science, Technology, Engineering and Manufacturing (STEM). Teconnex has been recognised and awarded for its contributions.

ICE is important for the future generation of students who want to gain qualifications and have a career within STEM. We continue to work with local schools and colleges to drive our industry forward and encourage and grow future talent. We recognise the skills shortage and gaps in our organisation and we proactively address these through this network to develop more avenues for women to develop within technical and senior roles within our industry.

Internally, we remain committed to our goal of fair representation of women across all levels of our organisation as we seek to recruit, promote and progress female staff.

Paul Sleaford
Managing Director - Teconnex Group