



EXCELREDSTONE CONVERGED
SOLUTIONS LTD

GENDER PAY GAP (GPG) REPORT

Published April 2019

ExcelRedstone Converged Solutions Limited trading as ExcelRedstone and part of the ExcelRedstone Group is required under current legislation to publish a GPG report annually as we have over 250 employees.

The gender pay gap measures the difference between men's and women's average earnings (including bonuses).

The time period covered by this report is the required snapshot date of 5 April 2018.

THE SIX KEY METRICS THAT ARE NECESSARY UNDER THE LEGISLATION ARE:

The difference in the MEAN PAY of full-pay men and women, expressed as a percentage

The difference in the MEDIAN PAY of full-pay men and women, expressed as a percentage

The difference in MEAN BONUS PAY of men and women, expressed as a percentage

The difference in MEDIAN BONUS PAY of men and women, expressed as a percentage

The PROPORTION of men and women who received BONUS pay

The PROPORTION of full-pay men and women in each of four QUARTILE PAY BANDS

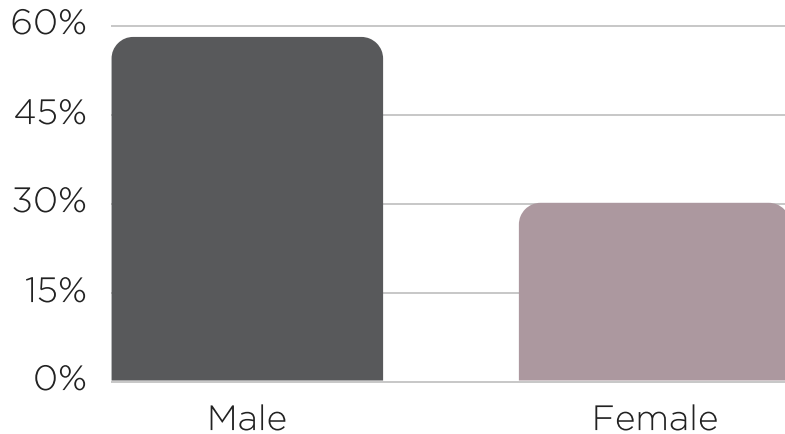
OUR GENDER PAY GAP:

The mean gender pay gap for ExcelRedstone is **23%**

The median gender pay gap for ExcelRedstone is **17%**

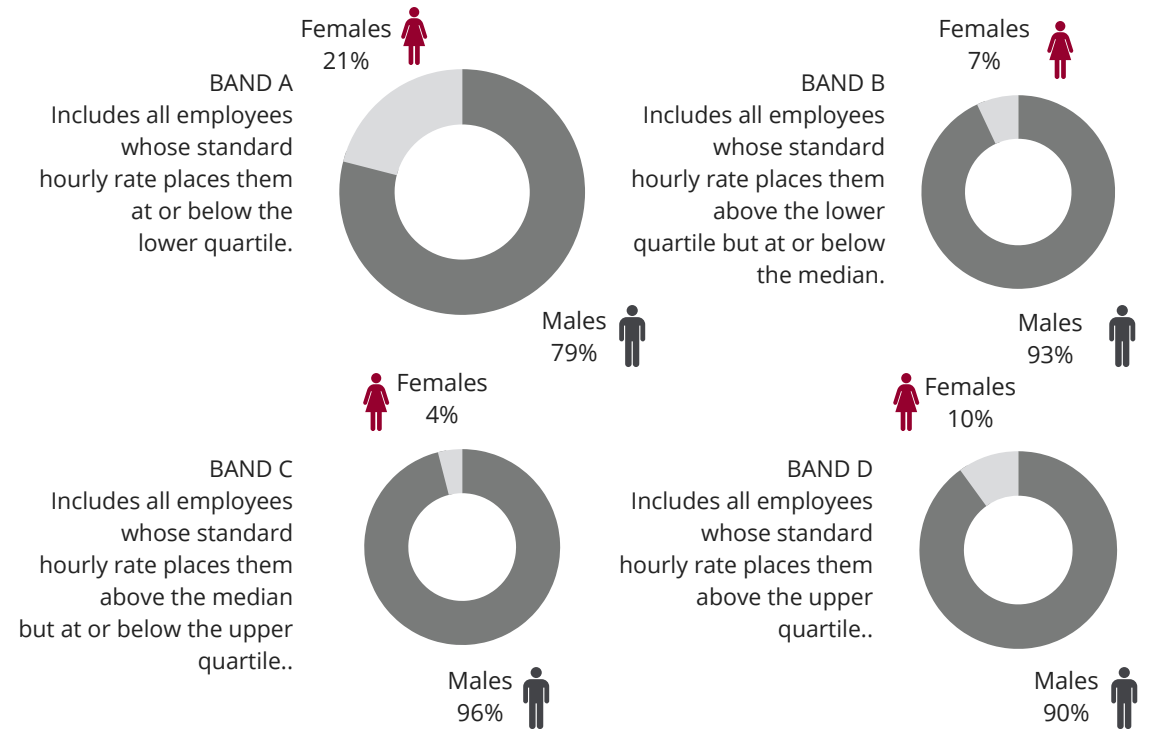
The mean gender bonus pay gap for ExcelRedstone is **-31%**

The median gender bonus pay gap for ExcelRedstone is **-66%**



The proportion of male employees in ExcelRedstone receiving a bonus is **58%** and the proportion of female employees receiving a bonus is **30%**.

THE PAY QUANTILES BY GENDER ARE:



ExcelRedstone is committed to the principle of equal opportunities and equal treatment of all employees and we have clear policies on this.

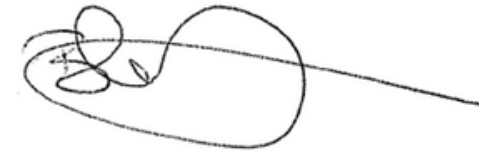
The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This is the second year of reporting the GPG for ExcelRedstone so we are now in a position to compare our results. We know that 77% of organisations reporting their GPG in 2017/2018 have a GPG in favour of men. This is no different for ExcelRedstone. Our industry is traditionally male dominated - this is slowly changing but this fact has an impact on the GPG report for ExcelRedstone. This is reflected in the make-up of the male / female quartile pay bands.

Whilst our GPG results are in line with historic industry trends and, as anticipated, we have focused on improving this over the last year and are pleased to report the proportion of female employees receiving a bonus payment has increased. We still have some way to go to improve our GPG dramatically and this will take time. However, we will be focusing on the following:

- Continue to carry out pay and benefits audits at regular intervals.
- Provide regular equality and equal pay training for all managers and others who are involved in pay reviews.
- Our recruitment strategy already focuses on equal opportunities for men and women and we made it part of our talent strategy to encourage more women to our industry. Our HR metrics allow us to continue to monitor the improvements we make in this area. Specifically, we will look at:
 - Internal applications and promotion processes to assess whether there is a gender imbalance in our promotions.
 - Monitor whether we more likely to recruit women into lower paid roles.
 - Do particular aspects of pay, such as starting salaries and incentives differ by gender.
 - Review if we are doing all we can to support part-time employee progression.

SIGNED FOR AND
ON BEHALF OF
EXCELREDSTONE
CONVERGED SOLUTIONS LTD



Brendan Loughrey
COO

WE ARE COMMITTED TO CLOSING THE GENDER PAY
GAP IN OUR INDUSTRY AND WILL CONTINUE TO
WORK HARD TO IMPROVE THIS.