



# GENDER PAY REPORT UK

2025





It is important to understand the following about our **business growth and demographics** in order to interpret Emtelle's reported data.

## Together, Everything Connects

Emtelle is a leading global manufacturer of pre-connectorised, blown fibre cable, and ducted network solutions, and has been for the past 40 years. With manufacturing operations in the UK, Germany, Denmark, UAE, and the United States and international sales offices. Emtelle Serves countries worldwide across multiple sectors, including telecommunications, power, and defence. Emtelle UK Ltd is a key component of Emtelle Group and is based in the Scottish Borders with manufacturing operations in Hawick and Jedburgh. Across the UK, Emtelle had 363 employees at the snapshot date of 5th April 2021.

According to the Office of National Statistics, the national average has fallen from 11.1% in 2017 to 7.8% in 2020. Emtelle UK Ltd can now report for the 5th April 2021 snapshot. Our figures show a 1.2% gap, when considering the 'mean and median pay gap', on basic pay however there are still anomalies to be explained when it comes to bonus pay.

In addition we will continue to work to reduce the remaining gap as we review our reward strategy and continue to forge for equal pay.

- Emtelle UK Ltd had a turnover of £188 Million (2023) and our ambition is to continue to grow.
- All employees are paid equally for comparable work as defined in Equal Pay Act 2010.
- Employee numbers have reduced from April 2020 (387) to April 2021 (363) employees.
- Emtelle UK Ltd has, like many other manufacturing companies, attracted a high proportion of male employees. During the snapshot period, this has remained static from previous years but was still dominated by men (84%). It had moved in the right direction for three consecutive years. On a positive note there were promotions for several women.
- The ratio of female leadership was maintained within the Senior Management Team ('SMT') however representation did increase in other leadership roles.
- Successes include recruitment of women in roles across the business during this snapshot period.
- We have continued to educate front line leaders on equality and diversity, dignity at work and unconscious bias.
- Full employment life cycle training for all front line leaders.
- Developing inclusive coaches who can help individuals across our business.
- Running resilience sessions designed to increase mental wellbeing of all employees whether their challenges are at home or at work.
- We have been training future leaders to consider the impact their interactions have on others and increase their emotional intelligence.

**"Emtelle is striving to create an environment that is not only accessible but also attractive and desirable to all those who wish to work in our industry."**



This report will cover the following calculations and then talk about some of the **actions taken and proposed**, to reduce the differential over both the short and long term.

## 1. Quartile Pay Distribution

### 1. Quartile Pay Distribution

The proportion of men and women in each 25% quartile of an employer's pay structure. The hourly pay rates for men and women are ordered from lowest to highest and divided into four equal sections – upper, upper-middle, lower-middle, and lower-pay quartiles. The number of women and men in each quartile is calculated as a percentage of the total employees within the quartile.

### 2. Mean Gender Pay Gap

The difference between the mean (average) hourly pay rate for all men and women in an organisation and the pay rate for women as a percentage of the mean hourly rate for men.

### 3. Median Gender Pay Gap

The difference between the median (mid-point) hourly pay rate for all men and women in an organisation and the pay rate for women as a percentage of the median hourly rate for men.

### 4. % of men and women

Number of employees of each gender receiving a bonus.

### 5. Mean Bonus Pay Gap

The difference between the mean (average) bonus value for all men and women as a percentage of the mean bonus for men.

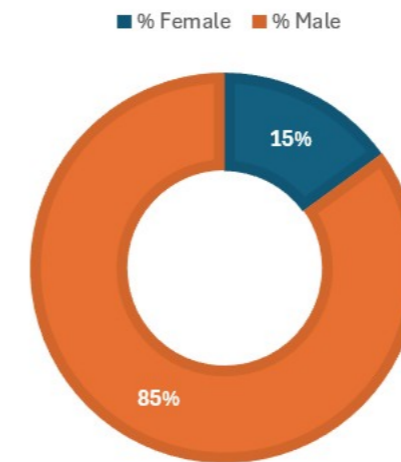
### 6. Median Bonus Pay Gap

The difference between the median (mid-point) bonus value for all men and women as a percentage of the median bonus for men.

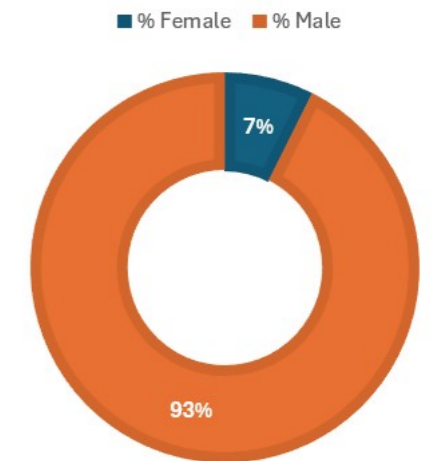
The snapshot data shows improvements across both the upper quartile (+6%) and upper mid quartile (+7%) demonstrating more women are represented in these groups. In addition we have seen a shift from the lower quartile to the lower mid quartile with women having progressed in capability or moving into leadership/supervisory roles.

As reported last year we had taken proactive actions which had shown green shoots but expected those actions to take time to imbed and deliver results. This included more females being attracted into operational roles and gaining experience to progress into higher level roles.

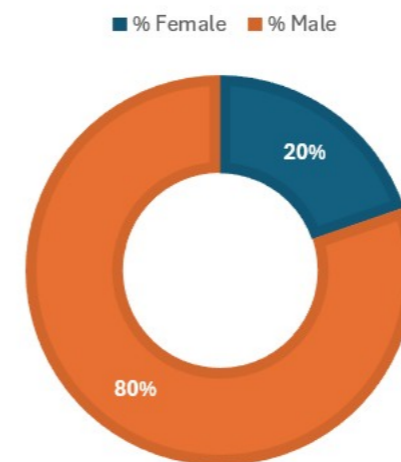
UPPER HOURLY PAY QUARTILE



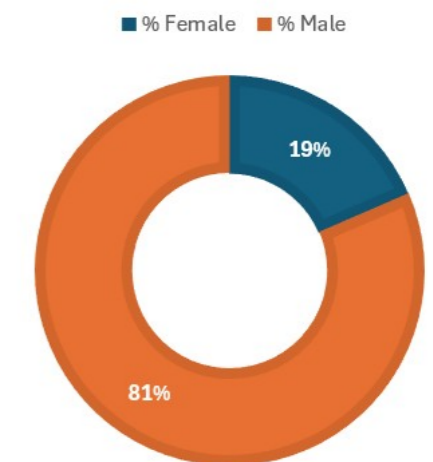
UPPER MIDDLE HOURLY PAY QUARTILE



LOWER MIDDLE HOURLY PAY QUARTILE



LOWER HOURLY PAY QUARTILE



## 2. Mean Gender Pay Gap

The difference between the mean (average) hourly pay rate for all men and women in an organisation and the pay rate for women as a percentage of the mean hourly rate for men.

At Emtelle UK Ltd, men have a mean of £19.51 per hour, whilst women have a mean of £18.11 per hour. This means for every £1 a man earns at Emtelle UK Ltd, a woman earns £0.93.

This is an improvement of £0.04 per hour since the last pay period.

Emtelle UK Ltd has a mean differential in pay of 6.8% towards men.

## 3. Median Gender Pay Gap

The difference between the median (mid-point) hourly pay rate for all men and women in an organisation and the pay rate for women as a percentage of the median hourly rate for men.

Men have a median of £11.61 whereas women have a median of £11.01. For every £1 a man makes at Emtelle UK Ltd, a woman earns £0.95.

This is an improvement of £0.06 per hour on the last pay period.

Emtelle UK Ltd has a median differential in pay of 6.1% towards men.

## 4. Percentage Of Men And Women Receiving A Bonus

We have, this year, the number of employees receiving a bonus and can report that the % of men receiving a bonus is 53% whereas 40% of women receive a bonus. This is an improvement of 13% since the last pay period.

## 5. Mean Bonus Pay Gap

The mean bonus pay gap represents the difference between the average bonus values for men and women, expressed as a percentage of the mean bonus for men.

The gap remains in favor of men at 17% (a 6% increase from last year, but still substantially reduced compared to previous years). The remaining differential is primarily driven by the following factors:

The dominance of men in the Senior Management Team (SMT), with a significant proportion of the bonus pool allocated to them, and only one woman included in the SMT bonus calculation at this level.

The dominance of men in the sales team, and representation of women in the snapshot period.

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## 6. Median Bonus Pay Gap

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Additionally, when examining the representation across quartiles, the data shows that while more women have moved up the ranks, they are largely represented in mid-level roles. Over time, we expect these women to progress into the upper quartiles. Furthermore, those already in the upper quartile are generally at the lower end of the group, as they continue to grow and develop in their roles.



