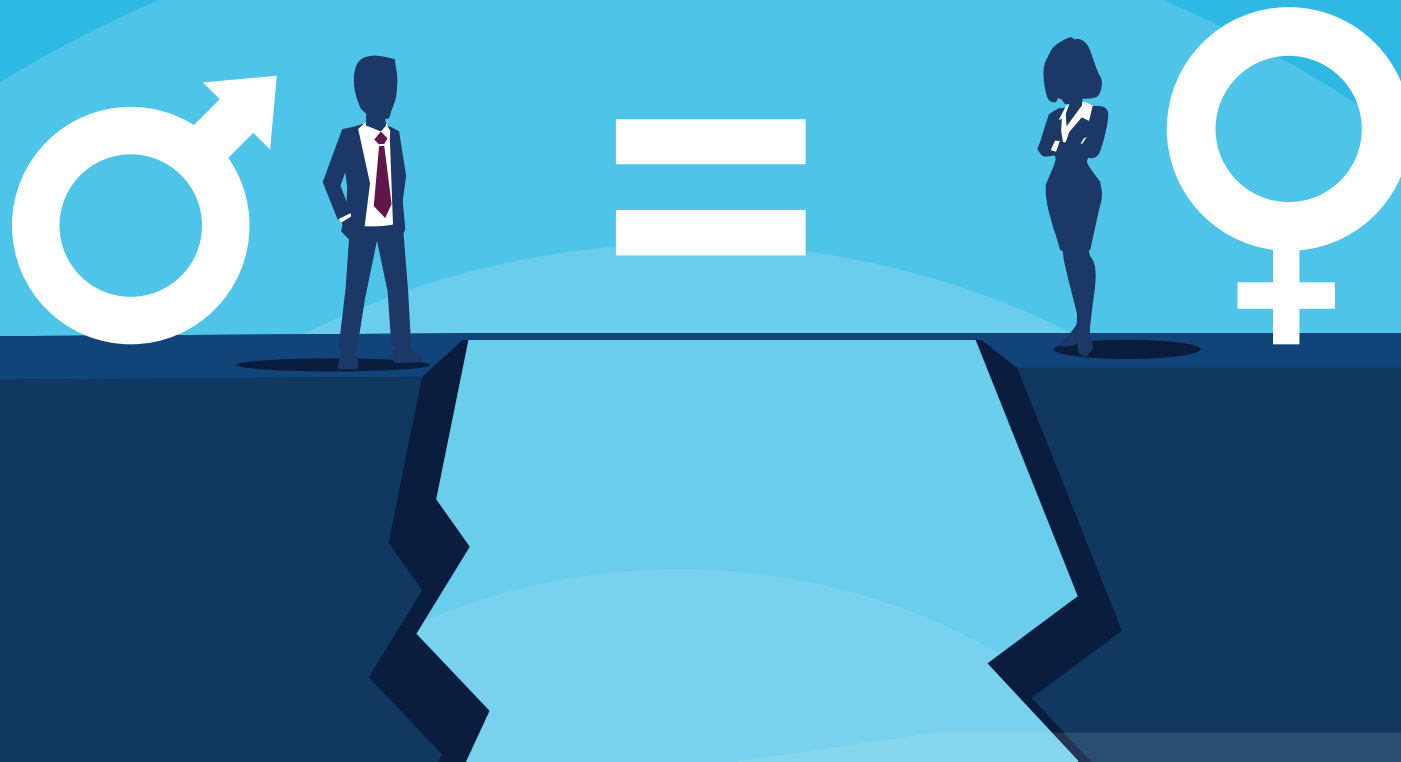


ERIKS

Gender Pay Report

2022



Foreword

Our mission is to foster an environment where everyone feels included and is compensated fairly, ensuring we maintain focus as we continue to review and strengthen our position of equal pay for equal work.



Diversity &
Inclusion

“
At ERIKS we strive to be a diverse organisation that meets the evolving needs of industry and creates an inclusive culture for all. ”



We understand the importance and the value of having greater diversity within ERIKS Industrial Services UK & Ireland.

The mix of skills, experiences, perspectives, and ideas we can draw upon benefits both our customers and our own company.

The publication of our gender pay gap data demonstrates the progress we have made plus allows us to share our strategic priorities regarding our inclusivity agenda.

Janice Keyes
Chief People Officer

Understanding

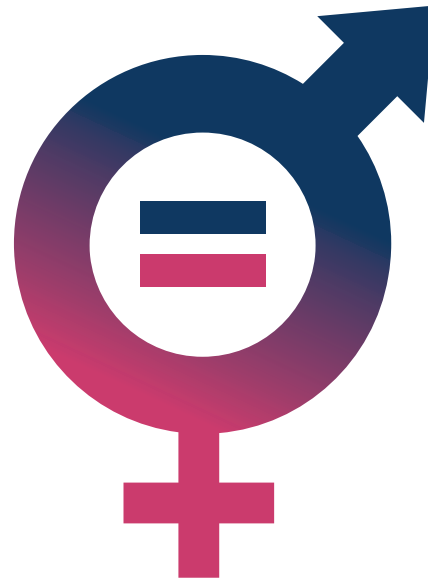
Our gender pay gap report

The gender pay gap measures the difference in the average pay for men and women across an organisation regardless of their roles.

It is also essential to recognise that this is not the same as an 'equal pay review' as it would require direct comparison between males and females in the same or similar roles.

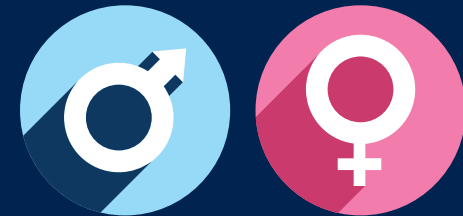
At ERIKS, we have an annual equal pay review and are confident that we have equal pay for equal work.

ERIKS do still have a gender pay gap, which is partly due to the distribution of men and women across the organisation, which is reflective of the industry. However, we have increased the number of women in more senior roles compared to previous years.



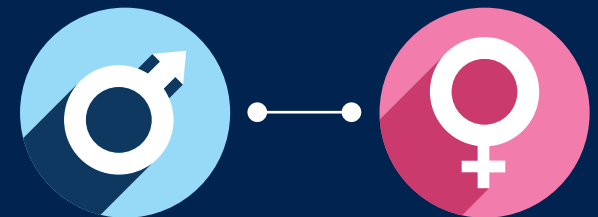
Equal Pay

Men and Women are paid the same for like work



The Gender Pay Gap

The difference in average hourly earnings between all men and women

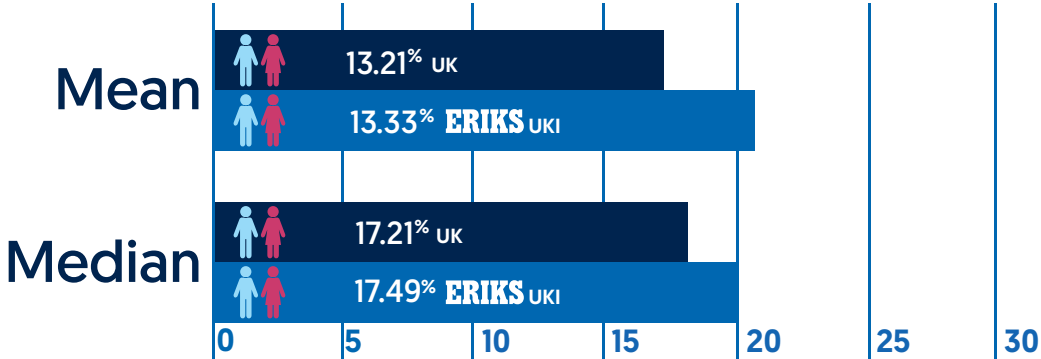


ERIKS UK & Ireland results

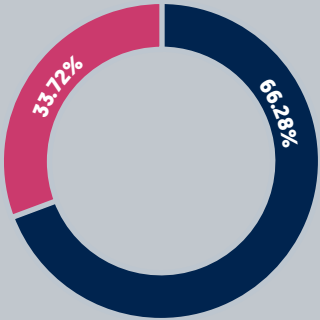
Pay

We have significantly improved our gender pay position compared to last year. We are better than the UK average for our mean results and are close to the UK average when comparing median results.

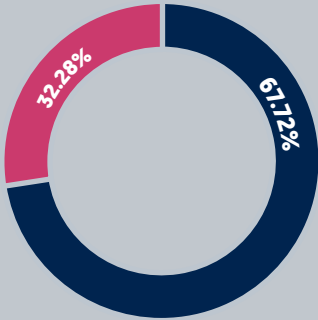
This is partly due to our focus on attraction strategy, which has led to an overall increase in the number of women joining the business and coupled with an emphasis on dedicated development through our Women In Leadership programme plus greater representation of women in our Empower To Lead leadership programmes positively impacting internal promotion of women to more senior roles.



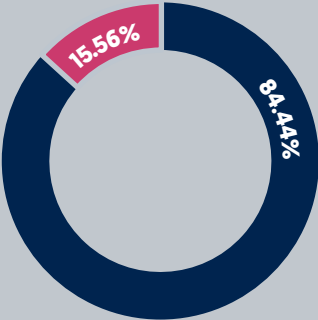
Lower Quartile



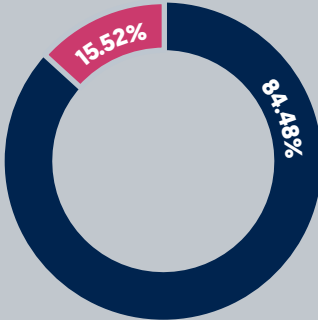
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



We have seen a significant increase in women within the upper and upper middle quartile range, which is due to internal promotions as women are appointed to more senior positions.

We have also seen an increase in the numbers of women within our lower quartile, which is due to:

- Attracting women into non-traditional roles such as warehousing, production, engineering, etc
- Attraction strategy with advertising roles that are non-gender specific

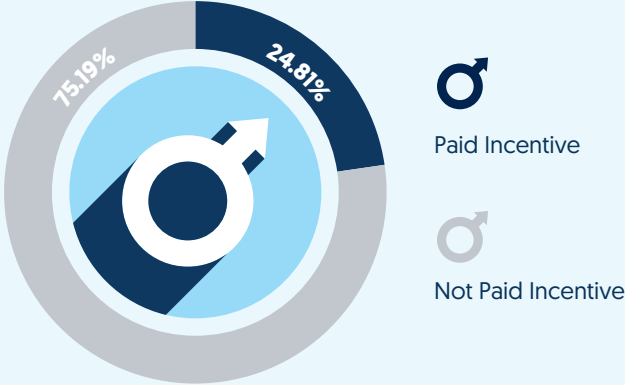
ERIKS UK & Ireland results

Bonus Pay

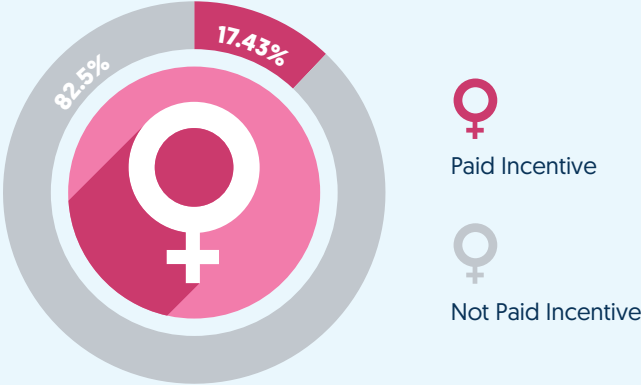
We have a more significant pay gap when including bonuses; this is due to having a higher proportion of male colleagues in more senior and sales-related roles that are bonus-eligible.

Bonus payments for 2022 were paid out on a discretionary basis rather than against the plan, impacting our ability to compare against 2021 data.

Proportion of male employees receiving an incentive payment

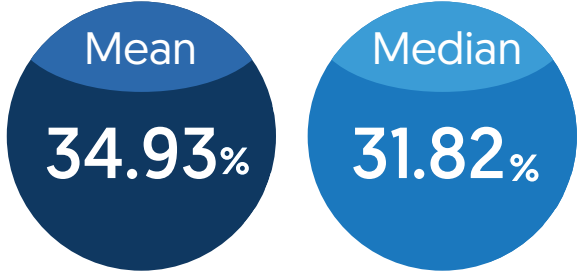


Proportion of female employees receiving an incentive payment

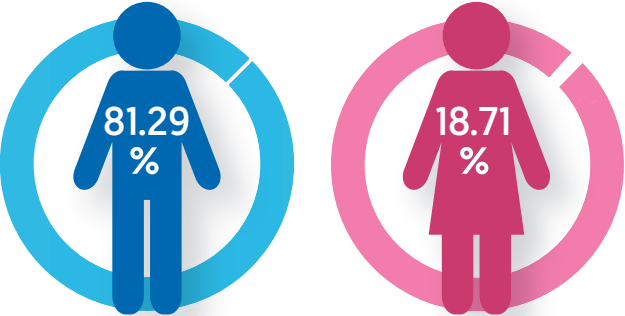


Bonus Pay

Difference



Proportion



Our commitment

Our commitment and plans we're taking to tackle the gender pay gap and to create an inclusive culture fall into three key areas:



Attraction

We continue to increase the proportion of diverse hires (both internally and externally into all roles but with particular emphasis on senior roles.

- Continue to review our talent attraction approach, using non-gender language to ensure fairness and inclusivity
- Our inclusion strategy includes targets for the proportion of women in senior roles
- All roles are advertised internally to widen the pool of candidates
- Inclusive recruitment training for all leaders, reducing bias in recruitment and interviews
- Our apprenticeship programmes, which attract new talent and develop existing colleagues, with emphasis on a diverse range
- When engaging with search agencies, we request that their search methodologies reach diverse candidates



Retention

It's just as important to retain female colleagues at all levels of our business as it is to attract.

- We're helping ERIKS colleagues be aware of, understand and develop inclusive behaviours as part of our inclusion strategy plan
- Providing inclusion training for leaders and we're working to create a culture where any concerns can be raised freely, and colleagues can be their true, authentic, self
- We encourage all colleagues to participate in our employee engagement survey so we can hear the views of all our colleagues and make improvements
- We've created an EDI action plan to focus on creating a diverse and inclusive culture
- The pandemic has allowed us to offer flexible and hybrid ways of working, which has helped attract and retain
- Reviewing and enhancement of policies to reflect a diverse culture



Development

To increase the number of female colleagues in senior leadership roles, we are taking the following actions:

- Using our People data to understand our diverse workforce
- Working towards an ambition of 33% of females in senior roles
- Focus on development programmes such as Women In Leadership and great participation from females in our Empower to Lead leadership programme
- Inclusive awareness talks and webinars on a variety of topics to raise awareness and understanding, such as unconscious bias

Declaration

As indicated in this report, gender diversity is a vital part of the ERIKS strategy plus ERIKS Globally.

While we recognise the diversity challenges represented within our industry, we are not deterred by it. We are keen to be a positive force for change and will continue to work hard to improve the Gender Pay Gap for ERIKS.

We will continue to ensure that our talent acquisition and promotion process is fair and consistent and to ensure an equal opportunity workplace so regardless of gender, our employees receive the same opportunities, recognition and rewards for their contribution.

We welcome the opportunity to share our progress and will continually explore ideas and initiatives to keep diversity at the heart of everything we do.

ERIKS



Janice Keyes
Chief People Officer

A handwritten signature in black ink, appearing to read 'Janice'.



Pamela Bingham
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'P. Bingham'.





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