

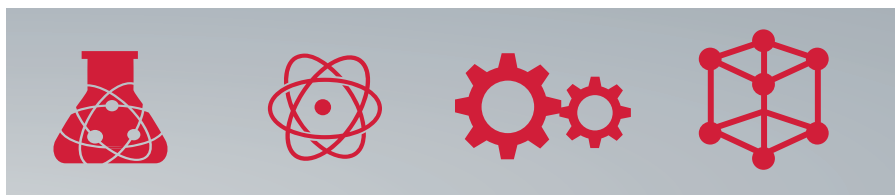
# EDWARDS LIMITED GENDER PAY GAP REPORT

In line with new UK government regulations, we are publishing our first annual Gender Pay Gap report. This report details the data for Edwards Limited, which covers our entire UK workforce.

The gender pay gap is not the same as equal pay. We regularly review our approach to pay equality through our personal performance development review and salary planning processes, and we are confident that we offer equal pay between our male and female populations undertaking comparable work. The gender pay gap is an average figure for all UK employees regardless of the job that they do. Where there are high ordinary pay differentials by gender, this is for a number of reasons including required skill sets and length of service.

## STEM

As a leading developer and manufacturer of sophisticated vacuum products, abatement solutions and related value-added services, we rely on skilled workers from STEM (science, technology, engineering and maths) disciplines. It is widely acknowledged that women are under-represented in STEM roles in the UK\* and at Edwards we are committed to promoting women in STEM, from offering site tours to high school students, placements for graduates on our global graduate development programme and experienced recruits.



## Attracting Female Talent

In our industry, there is a shortage of women across many disciplines but especially in leadership roles. We want to change that in Edwards, so as part of our efforts to encourage greater gender diversity across the company we are working with schools and universities to attract female talent at entry level. We also offer flexible working and are inspiring women through a number of initiatives to take control of their professional career development. In doing so, we're confident that this will lead to a wider, more diverse pool of talent to fill senior positions, which is better for business.



\*13% of the overall UK STEM workforce is female (source [www.stemgraduates.com/women-in-stem](http://www.stemgraduates.com/women-in-stem))



## Pay Gap

**Male employees** earn on average **11.2% more** than female employees (mean).

**Male employees** earn **15% more** than female employees (median).

**Edwards Limited UK workforce 703** employees. 128 female (18%) and 575 Male (82%).

**Part time population** 56 female (8% of UK population) vs 10 male (1.5% of UK population) work part time.

# Edwards Pay Gap Report

## Bonus

Average (mean) male bonus earnings are 25.8% higher than female bonus earnings  
 Median male bonus earnings are 18.1% higher than median female bonus earnings.

88% male employees received a bonus  
 90% female employees received a bonus.

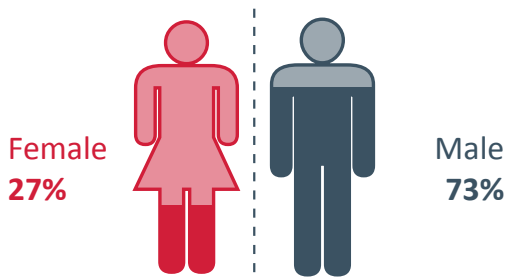
Employees can choose to sacrifice their bonus payment into their pension via salary sacrifice, which impacts on the number of employees receiving a bonus.

As bonus directly correlates with a percentage of basic salary, employees working part-time hours impacts the amount of bonus they will receive. Other factors that impact bonus payments include employee personal performance ratings, and financial performance attributed to the area the employee is working. These can vary between 100% and 150% of target.

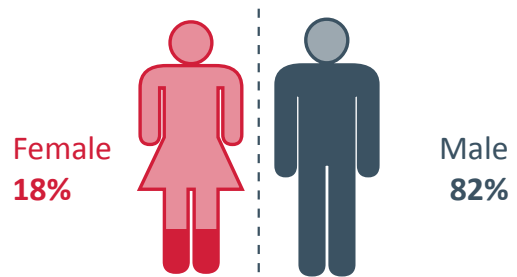


## Gender Breakdown per Pay Quartile

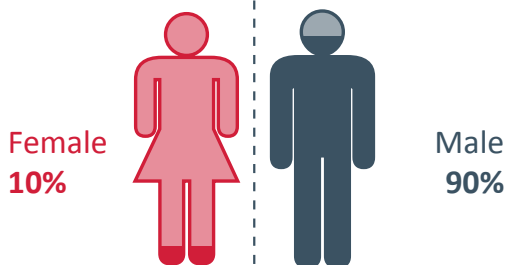
### Quartile 01 - Lower Paid



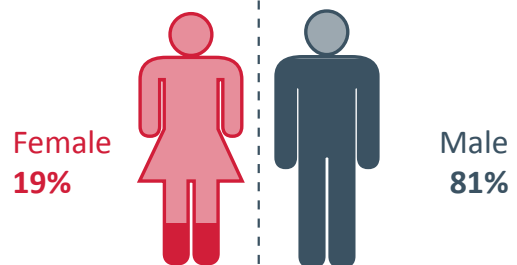
### Quartile 02 - Lower Middle



### Quartile 03 - Upper Middle



### Quartile 04 - Highest Paid



## Gender Pay Gap Results

Mean hourly pay difference between M/F employees (%)	Median hourly pay difference between M/F employees (%)	Proportion of employees in lower pay quartile (1) (F/M %)	Proportion of employees in lower middle pay quartile (2) (F/M %)	Proportion of employees in upper middle pay quartile (3) (F/M %)	Proportion of employees in highest pay quartile (4) (F/M %)	Mean bonus payment difference between M/F employees (%)	Median bonus payment difference between M/F employees (%)	Proportion of employees receiving bonus pay (F/M%)
11.2	15	27/73	18/82	10/90	19/81	25.8	18.1	90/88

The above table shows our mean and median gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2017 (pay) and in the 12 months reference period to 5 April 2017 (bonus)).

I certify that the information given in this report is true and accurate.

Geert Follens,  
 Business Area President, Vacuum Technique and Company Director, Edwards Limited

