

EDWARDS LIMITED GENDER PAY GAP REPORT

Our goal in Edwards is to attract the best employees in every position regardless of gender. Diversity allows us a larger base for recruitment, to vary our perspectives, improve decision making processes and provide a more holistic view and analysis for more thorough problem solving.

In line with UK government regulations introduced in 2017, we are publishing our third annual Gender Pay Gap report. This report details the data for Edwards Limited, which covers our entire UK workforce. Despite our efforts during the past 12 months, the pay differential between men and women has increased. This is for a number of reasons including required skill sets and length of service.

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 for men and women undertaking comparable work. The gender pay gap is an average figure for all UK employees regardless of the job that they do.

Attracting Female Talent

In our industry, there is a shortage of women across many disciplines but especially in technical and leadership roles. We're actively looking at ways to improve gender diversity and our target is to have 30% women by 2030. Our action includes focusing on attracting and recruiting more women into technical roles. As part of our efforts to encourage greater gender diversity across Edwards 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, including a mentoring program, 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.



Gender Diversity

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 graduate development programme and experienced recruits.



*24% of the overall UK core-STEM workforce is female (2019)
 (source <https://www.wisecampaign.org.uk/statistics/2019-workforce-statistics-one-million-women-in-stem-in-the-uk/>)



Pay Gap

Men earn on average 13% more than women (mean).

Men earn 15.7% more than women (median).

Edwards Limited UK workforce 730 employees. 139 women (19%) and 591 men (81%).

Part time population 28 women (3.8% of UK population) vs 18 men (2.5% of UK population) work part time.

We are striving to create a more diverse and inclusive culture, as we believe diverse teams generate better results in the long term.

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Bonus

Average (mean) bonus earnings for men are 22.5% higher than bonus earnings for women. Median bonus earnings for men are 20.5% higher than median bonus earnings for women.

87% men received a bonus
91% women received a bonus.

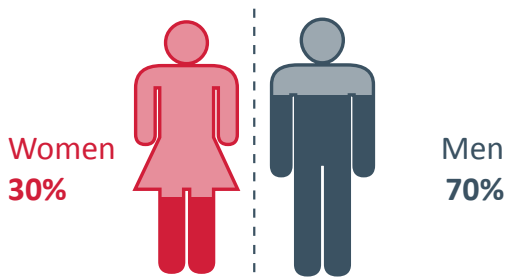
Employees can choose to sacrifice their bonus payment into their pension via salary sacrifice, which impacts on the number of employees receiving a bonus.



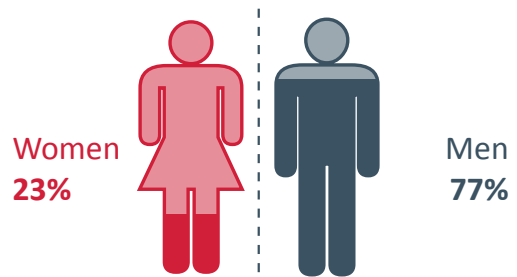
As bonus directly correlates with a percentage of basic salary, employees working part-time hours impacts the amount of bonus they will receive. Other factors that impact bonus payments include employee personal performance ratings, and financial performance attributed to the area the employee is working. These can vary between 0% and 150% of target.

Gender Breakdown per Pay Quartile

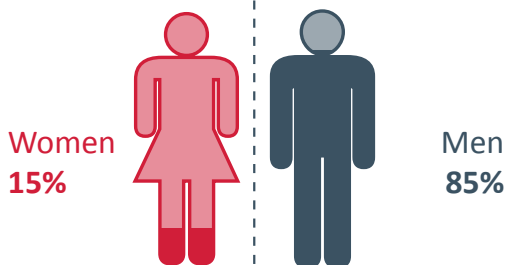
Quartile 01 - Lower Paid



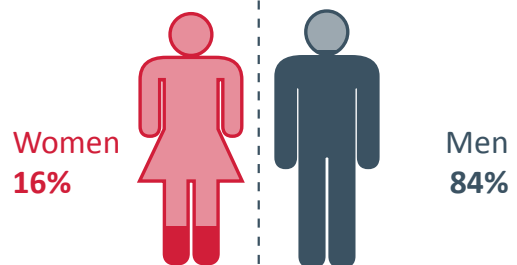
Quartile 02 - Lower Middle



Quartile 03 - Upper Middle



Quartile 04 - Highest Paid



Gender Pay Gap Results

Mean hourly pay difference between M/W employees (%)	Median hourly pay difference between M/W employees (%)	Proportion of employees in lower pay quartile (1) (W/M %)	Proportion of employees in lower middle pay quartile (2) (W/M %)	Proportion of employees in upper middle pay quartile (3) (W/M %)	Proportion of employees in highest pay quartile (4) (W/M %)	Mean bonus payment difference between M/W employees (%)	Median bonus payment difference between M/W employees (%)	Proportion of employees receiving bonus pay (W/M %)
13	15.7	30/70	23/77	15/85	16/84	22.5	20.5	91/87

The above table shows our mean and median gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2019 (pay) and in the 12 months reference period to 5 April 2019 (bonus)).

Edwards is committed to providing and creating an inclusive place to work as gender diversity is key for our future and long term success. 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