

## EDWARDS LIMITED GENDER PAY GAP REPORT 2023



At Edwards we recognise the value of an inclusive workplace culture and know that when we leverage diversity of knowledge, skills and background we optimise innovation, creativity and ideas.

### Pay Gap

**Men** earn on average **12% more** than women (mean).

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**Men** earn **11.2% more** than women (median).

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**Edwards Limited UK workforce**  
1,318 employees. 327 women (25%) and 991 men (75%).

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### Part time population

11% of women work part-time (36)  
3.5% of men work part-time (35).

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# EDWARDS LIMITED GENDER PAY GAP REPORT 2023

In line with UK government regulations introduced in 2017, we are publishing our sixth annual Gender Pay Gap report. This report details the data for Edwards Limited, which covers our entire UK workforce. Overall the UK gender pay gap has improved in 2023, with the mean data seeing a decrease of 0.5% year over year, while the female median rate increased by 0.5% year over year.

The gender pay gap is not the same as equal pay. We regularly review our approach to pay equality through our hiring processes, 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.

## Improving gender diversity in our talent pipeline

In 2023 women represented 35% of the people hired through our Early Careers programs. Women make up 44% of participants on our current early careers programs. In 2023, 35% of our early career program intake were women. Currently, women make up 44% of all individuals participating in early career programs.

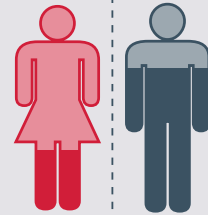
Working with schools, colleges and universities is critical to the long-term diversity of our sector. Through our focus in this area in recent years we have made considerable progress..

Some examples include:

- Continued to offer structured work experience programmes for Year 12 students, with more than 50% of places going to girls.
- Increased STEM engagement in local schools through our early career campaigns.
- Participated in STEM Women careers fairs.
- Continued focus to make our recruitment more inclusive and minimise bias in our talent processes.
- Worked to increase brand awareness in educational institutes and local areas where we operate.
- Targeted marketing to attract female applicants to our apprenticeship positions.

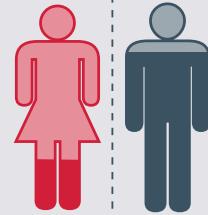
## Gender Breakdown per Pay Quartile

### Quartile 01 - Lower Paid



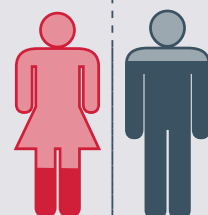
Women	Men
32%	68%

### Quartile 02 - Lower Middle



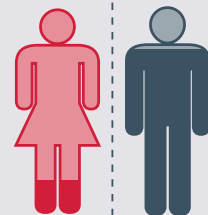
Women	Men
24%	76%

### Quartile 03 - Upper Middle



Women	Men
24%	76%

### Quartile 04 - Highest Paid



Women	Men
19%	81%

## EDWARDS LIMITED GENDER PAY GAP REPORT 2023

### Bonus

Average (mean) bonus earnings for men are 40.8% higher than bonus earnings for women. Median bonus earnings for men are 23.7% higher than median bonus earnings for women.

**92% men received a bonus**

**88% women received 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 Pay Breakdown Summary

Mean hourly pay difference between M/W employees (%)	<b>12</b>
Median hourly pay difference between M/W employees (%)	<b>11.2</b>
Proportion of employees in lower pay quartile (1) (W/M %)	<b>32/68</b>
Proportion of employees in lower middle pay quartile (2) (W/M %)	<b>24/76</b>
Proportion of employees in upper middle pay quartile (3) (W/M %)	<b>24/76</b>
Proportion of employees in highest pay quartile (4) (W/M %)	<b>19/81</b>
Mean bonus payment between M/W employees (%)	<b>40.8</b>
Median bonus payment between M/W employees (%)	<b>23.7</b>
Proportion of employees receiving bonus pay (W/M %)	<b>88/92</b>

The above table shows our mean and median gender pay gap and bonus gap as at the snapshot date (i.e. 5 April 2023 (pay) and in the 12 months reference period to 5 April 2022 (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