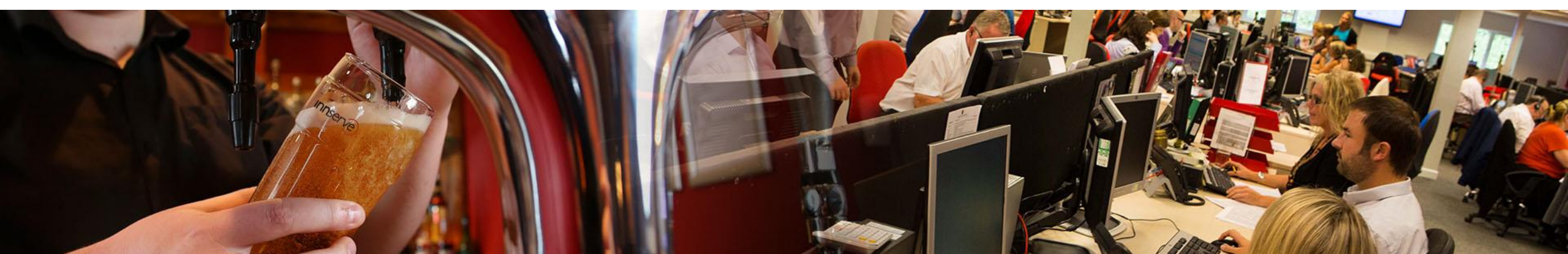




Gender Pay Report

April 2017



At Innserve, we pride ourselves on our highly skilled and competent workforce, which enables us to continue being an industry leader in the drinks dispense sector. Regardless of gender, we simply want the best people to work for us, to enjoy the work we do, and to join with us in benefitting from our success.

We openly welcome and embrace new initiatives that proactively support and encourage diversity and inclusion in our workplace. We are committed to the principle of equal opportunities and equal treatment for all, and we have a clear policy of paying employees equally for the same equivalent work, regardless of their gender, and other characteristics such as sexual orientation, disability, race, religion and belief.

For all employees, we look to reward their achievements by providing an opportunity to participate in regular and achievable incentive and bonus programmes, over and above their base-line remuneration.

Whilst we recognise that females currently play a significant part in our business, we acknowledge that this tends to be in our less-technical roles, with the majority of technical and engineering roles in our workforce still predominantly being held by males. We are confident that any gender pay gap reported does not stem from paying men and women differently for the same or equivalent work they do, but rather from the industry sector we operate in and the differences in pay that technical and non-technical roles attract. We recognise that there are steps that we can take to help and encourage more females into these STEM roles.

We operate a flexible working policy to offer support to those employees looking to balance busy work and home life commitments and during 2017 we have undertaken diversity and inclusion training with our line managers.

Since April 2017, we have actively looked to support women in technical roles by increasing the number of female technicians we have working for us.

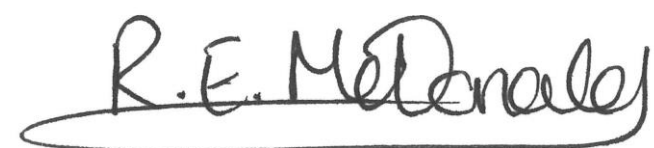
In 2018, we have also committed to undertaking talent assessments and succession planning within all sections of the business, so we can track career progression for both male and female employees on the programme.

We are committed to taking steps to reduce any gender pay gaps identified in reporting, however, we are also mindful, that in the industry sector in which we operate, this will be a long-term goal, with many external societal factors also playing a significant part in the results.

This report details the gender pay gap reporting requirements covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The regulations require companies with more than 250 employees to publish information on their Gender Pay Gap.

I confirm that the Gender Pay Gap data contained in this report is accurate and has been produced in accordance with the regulations.



Rachel McDonald
Director of Human Resources



Gender Balance

Workforce split between males and females.



Role	Female	Male
Customer Service and Planning	62.7%	37.3%
Technician and Technical Support	1.0%	99.0%
Supply Chain	12.5%	87.5%
Other Business Support	42.1%	57.9%

Base Pay

Difference between male and female's hourly rates of pay, expressed as a percentage of the male's hourly rate.

	Mean	Median
Pay Gap	20.5%	23.9%

Overall pay range divided into quartiles and split between percentage of males and females in each quartile.

Quartiles	Female	Male
Lower Quartile	37.8%	62.2%
Lower Middle Quartile	35.7%	64.3%
Upper Middle Quartile	4.5%	95.5%
Upper Quartile	3.9%	96.1%

Bonus

Difference between male and female's bonus and incentive payments, expressed as a percentage of the male's payments.

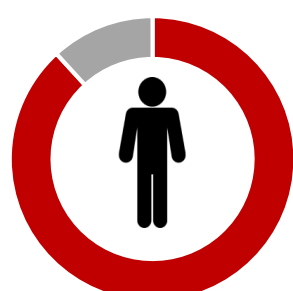
	Mean	Median
Bonus Gap	26.8%	26.2%

Eligible for Bonus



99.4% of Males

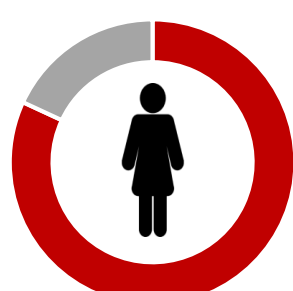
Received Bonus



88.2% of Males



100% of Females



81.9% of Females

