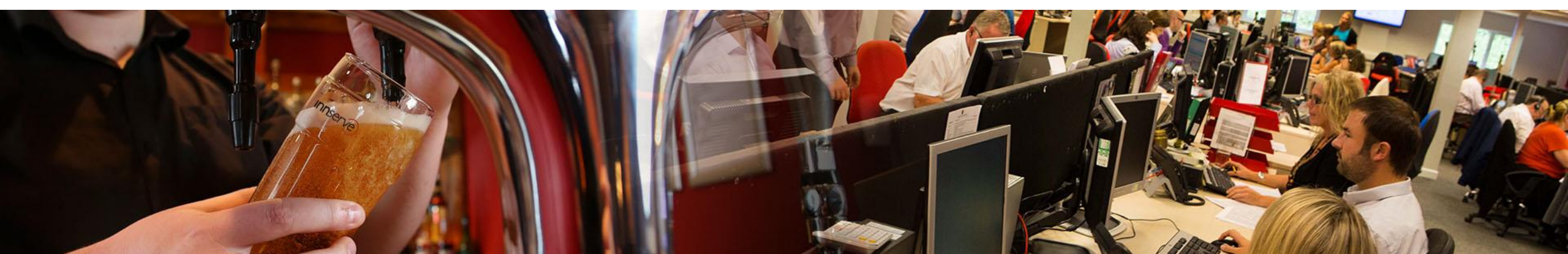




Gender Pay Report

April 2019



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.

Gender pay gap reporting is different to reporting on equal pay. Gender pay gap reporting reviews the differences between bonuses received and the average hourly rates of pay for men and women in a company as a whole, whereas equal pay is about ensuring men and women are paid the same for performing equivalent work.

All men and women at Innserve are paid equally for doing equivalent jobs, and for all employees, we look to reward their achievements by providing an opportunity to participate in regular and achievable incentive and bonus schemes, over and above their base-line remuneration.

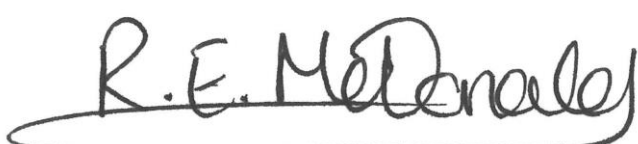
Like many technically biased companies, our gender pay gap analysis supports the fact that we have significantly fewer women in the professional, engineering and senior management levels within our company.

This is a long-standing and deep-rooted challenge across our industry, and one in which we constantly strive to address by looking for different opportunities to encourage and attract more women into the STEM roles we offer.

Regardless of what initiatives we put in place to try and tackle this imbalance, it will require a significant cultural shift, from society as a whole, before any noticeable progress or change is experienced, and this is likely to take many years to achieve.

In the short-term however, as the industry leader in the drinks dispense sector, Innserve remains committed to being an equal opportunities employer. Regardless of gender, we look to provide a balanced and happy workplace where everyone has the opportunity to thrive, enjoy working for us, and benefit from our continued success.

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	64.7%	35.3%
Technician and Technical Support	1.0%	99.0%
Supply Chain	11.9%	88.1%
Other Business Support	50.0%	50.0%

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	16.9%	24.6%

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

Quartiles	Female	Male
Lower Quartile	35.2%	64.8%
Lower Middle Quartile	29.0%	71.0%
Upper Middle Quartile	6.8%	93.2%
Upper Quartile	6.2%	93.8%

Bonus

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

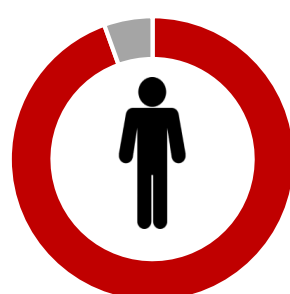
	Mean	Median
Bonus Gap	0.3%	0.4%

Eligible for Bonus



100% of Males

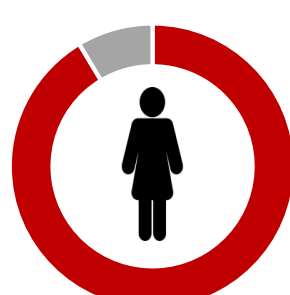
Received Bonus



94.5% of Males



100% of Females



91.4% of Females

