

# Polypipe Gender Pay Gap Report 2017

Polypipe is one of Europe's largest manufacturers of piping systems, water management solutions and energy-efficient ventilation systems, delivering engineered solutions that respond to a rapidly changing environment. Polypipe operate across 17 locations in the UK and selected markets across the globe and with the majority of staff working in a high volume manufacturing environment, Polypipe understand that a diverse workforce is essential to meeting our every day demands. Polypipe's pay policy is designed to be both fair and equitable whilst encouraging achievement of our strategic goals. It is devised utilising a mixture of base pay, benefits, bonuses and share incentive schemes and always remains mindful of equal pay for equal work.

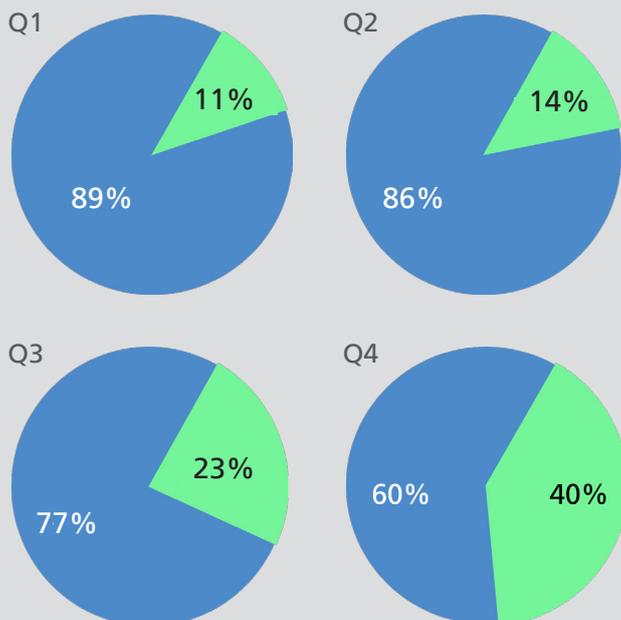
## Pay and bonus analysis

	Mean	Median
Pay	22%	13.75%
Bonus	33.70%	-76%

Proportion of employees receiving a bonus



Percentage of Male to Female employees in each pay quartile



## Our Gender Pay Gap

The adjacent tables illustrate Polypipe's overall mean and median gender pay gap and bonus pay gap based on hourly rates of pay and bonus pay, as at the snap-shot date of 5th April 2017 as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The information illustrates that based on mean average wages across all males and females, as a group, males are paid 22% more than the mean average of the female group. It is important to note that this does not reflect any inequality within our pay structures but is reflective of our company demographic, taking into account the gender split across the business by quartiles, as denoted in the charts opposite.

Where we illustrate the proportion of bonuses and the median bonus position our data evidences that as a group, 13% of females receive a bonus and the median figure of that group is 76% higher than the male median figure.

In explanation, females who receive a bonus are more likely to be from the higher salary bands. The remaining data demonstrates that predominantly our upper quartiles are largely made up of males which is reflective of the sector and the history of the industry in which we operate.

Whilst we are aware of the historical factors that have contributed to this gender split the company has been, and continues to, actively address this issue.

## How we plan to make a difference

Our initiatives predominantly sit within our recruitment practices, our learning and development opportunities and our apprenticeship and graduate initiatives.

Our belief is that a youngster's future interests, both male and female, is partly driven by parental input, educational provisions and their first experiences of the world of work. We believe it is our corporate responsibility to address any unconscious gender bias, when promoting future job opportunities, especially within sciences, engineering and technically biased roles. We are actively working with both schools and parents to ensure Polypipe are seen as a potential employer of choice for both males and females alike.

## Building the future pipeline

We undertake a number of school initiatives, as well as exhibit at careers fairs, to speak with parents and teachers about the opportunities at Polypipe and we also attend a number of STEM focused events to encourage all students into the world of work, especially within technically biased roles. We partner with a number of relevant supporting bodies such as the BPF and EEF to drive initiatives which enable change. We also offer our knowledge and experiences as directors and governors within schools and on a Multi Academy Trust, along with Sector Skills Councils, to develop pipeline initiatives fit for the future.

## Our people, our policy

When we take a view of our internal practices every employee has an opportunity to apply for promotional roles and access career development opportunities within Polypipe. However it is clear it will take time for our gender split to change. We are pleased that over recent years we have had more female employees stepping into more senior roles but without encouragement this could potentially be a slow transition. This is where we intend to promote our apprenticeship programmes and planned graduate schemes to present ourselves more favourably to students of both genders.

**Our aim is to be an employer of choice for all.**

**Martin Payne**  
CEO

**Melissa Flett**  
UK HR Director

