

Gender Pay Gap Report 2017

Axis Europe PLC



Axis is proudly an equal opportunities employer, always have been, always will be.

We believe in paying people similar salaries for undertaking similar roles regardless of gender or any other differential...

Although we work in a male-dominated industry we are working hard here at Axis to change that, if for no other reason than excluding 51% of the population is plain stupid.

Like all reports, the devil is in the detail so there will be numerous reasons why pay differentials exist, too numerous to detail in this report. Suffice to say we are proud of our record of empowering everyone which we believe withstands the utmost scrutiny.

John Hayes, Chief Executive





Here at Axis it is essential to all of us that we are an employer of choice where everyone is treated equally; that Axis is a place all employees want to come to, confident that they will be treated fairly in all regards.

We know that our commitment to diversity and equality will encourage new employees whilst retaining loyal company members too, strengthening our business for the future. Indeed this is enshrined in our Core Values which underpin our company.

I am very proud that the company lives and works according to the eight protected characteristics of the Equality and Human Rights Commission of: age, disability, gender, relationship orientation, pregnancy and maternity, race, religion and belief.

In addition to Axis' written policies, company Core Values and our commitment to equal pay, we believe that implementing and promoting equality is the shared responsibility of every Axis person.

This leads us to provide a shared transparent reporting structure and information on pay – and indeed gender pay gaps.

There is doubtless still work to be done in our industry on closing the gender pay gap at all levels; but we are confident that an honest and open commitment which truly runs throughout the company to fulfil this ambition will bring us closer to the desired parity.

Maria Northwood, Business Support Director

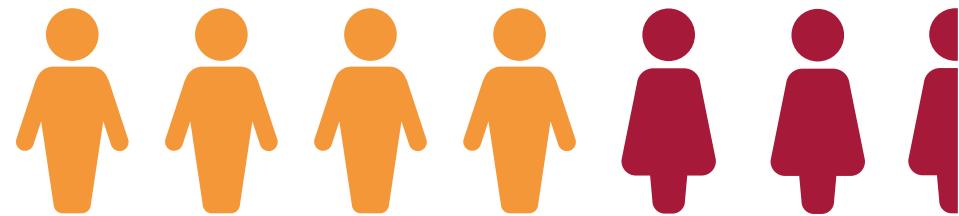
Creating an inclusive work
place is the foundation of
Axis and our values.

Gender pay gap reporting information

On April 5th 2017, gender pay gap snapshot date, we employed:



751 Employees



Mean

Median

Hourly gender pay gap 10.05%

8.52%

Bonus gender pay gap 46.06%

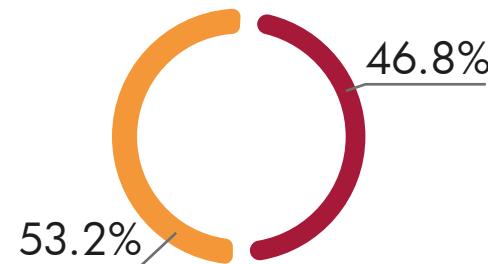
7.13%

Proportion of employees who have received a bonus

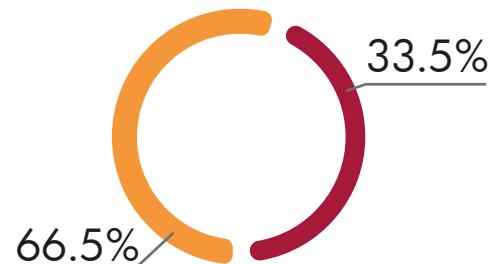


Pay quartiles by gender

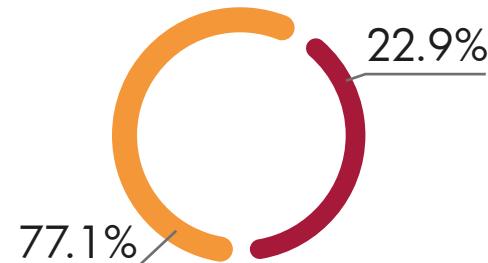
Lower quartile



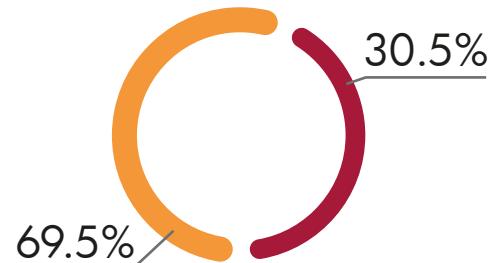
Lower middle quartile



Upper middle quartile



Upper quartile



Foundations for the future

The figures are not surprising due to our phenomenal growth in a short space of time. However equally we know we have the foundations in place to ensure we are an inclusive team.

Axis as a business attends and organises a huge number of events to try and attract more females into the construction industry. Throughout 2017, Axis teams attended 40 jobs and career events.

However despite our efforts, there is still a big skills gap in schools because of the lack of industry knowledge and unconscious bias. We plan to attract more young women through careers events, such as our recent presence at Norbury Manor Girls School, inspiring the students to think about a career in construction.

We have an Axis Executive Team at our core who have grown the business over the past twenty years. Five founding members remain in the business today, 4 male and 1 female. From the inception of the Executive Team there has been female representation.



It's no news that our industry is facing a skills shortage. To address this we continue to grow our apprenticeship schemes and training programmes. In April 2017 **9.19% of our employees were Trainees and Apprentices** studying towards NVQ2/3 or equivalent. Our aim is to up this figure to achieve and attain 10%.

In 2018, we have made promises to our clients to employ a further 38 Apprentices. Our aim is to attract higher numbers of female applicants each year.



In 2017 we offered meaningful work inspiration opportunities (work placements) to 37 applicants. We will aim to increase the number of female work placements.



Out of 253 women employed at Axis, 134 are in managerial roles.



Throughout 2017 34 Managers attended our 12 month ILM leadership development programmes: 26 females and 8 males.

Axis strives to attract and retain the best talent regardless of gender. By constantly improving our long-standing schemes and developing new initiatives we will continue to grow our diverse teams and narrow the existing pay gap.

We understand the gender pay gap isn't solely due to reward. We know it may be driven by management practices and what is going on outside our organisation, so we have committed to the following:



1

Building a pipeline to attract talented employees through great partnerships with our clients, with an aim to recruit more females and those in hard to reach groups.

3

Annual diversity and inclusion road shows and participation in National Inclusion Week, whereby we follow themed topics to raise awareness such as understanding our unconscious bias.

5

Continue to monitor pay levels to ensure we pay employees in comparable roles equally. We have launched a tier/pay structure quarterly review meeting to ensure all employees are paid within their tier. We are looking at market rates, developing better employee recognition and a clear career path to ensure we stay competitive and attractive. We will look at the bonus scheme company wide as part of this review.

2

Develop our line manager training to ensure fair and inclusive recruitment practices.

4

Continue to provide our ILM accredited bespoke leadership and change management programme to equip managers in our fast paced work environment.

6

In 2018/19 we are introducing greater flexibility with agile working practices to enable our employees to effectively manage their work life balance. Our focus is not only on gender but also on generational requirements.

We have committed to the following:

7

In 2018 we are introducing an internal mentoring/coaching scheme.

9

To further develop our strong community networks to support diverse hard to reach groups.

11

To continue our successful Trainee Quantity Surveyor programme which has been running for a number of years. In 2017 there were 15 Trainee Quantity Surveyors in the company, 26.6% were female.

13

To encourage our employees to use their 1 day annual paid leave to take part in community projects and initiatives, many driven by inspiring women.

8

To monitor and analyse our diversity data both qualitative and quantitative.

10

Our large investment in business transformation will allow us to have an agile workforce. Data will be available in real time to ensure we continue to strive for a diverse and inclusive workforce.

12

Community Investment is in our DNA. For 15 years plus, we have been visiting schools and taking part in initiatives to inspire females to join our industry/company. Examples include 'Wired for Success' training programme (which gave work experience and ultimately permanent opportunities to those females with electrical qualifications returning to the workplace) and our 'Adopt a Student' campaign, whereby a number of senior managers mentored students interested in careers similar to their own.



Thank you