



## Ground Control Limited Gender Pay Report for snapshot date 5 April 2022

Ground Control is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

We have an unwavering commitment to diversity, equity, and inclusion, and constantly strive to strengthen our inclusive culture, so everyone feels safe, valued, and heard. Our gender pay gap has remained similar this year, and we are proud to have achieved such a narrow gender pay gap. We also continue to be a committed Living Wage Foundation accredited employer.

Improving the gap further will take time, and much of the investment we are making now to encourage women into Ground Control and accelerate their progress will deliver benefits in the longer term. We believe that every individual, regardless of gender or any other characteristic, should be compensated fairly for their contributions to our success. At Ground Control, we value diversity and inclusion, and we take proactive steps to address any pay disparities that may exist.

We recognise that our employee gender balance is affected, like many others in our sector, by occupational segregation, which is the distribution of high numbers of men and low numbers of women across certain occupations. As the largest business in many of the areas we work in, we have a responsibility to challenge the misconceptions of our industry being manual and male-dominated and to improve representation in our industry.

We seek to address this in several ways, and we recognise that gender forms only part of the diversity picture. Our Equality and Diversity in Recruitment policy aims to de-bias advertisements and candidate screening. We are committed to creating a gender-balanced leadership team, and we have introduced gender-balanced Leadership development programmes, which are now in their third cohort. These programmes are supporting us in attracting, developing, and retaining a diverse range of people that will equip us with the skills of the future. We also provide career returners with focused coaching and mentoring.

### Ground Control Limited

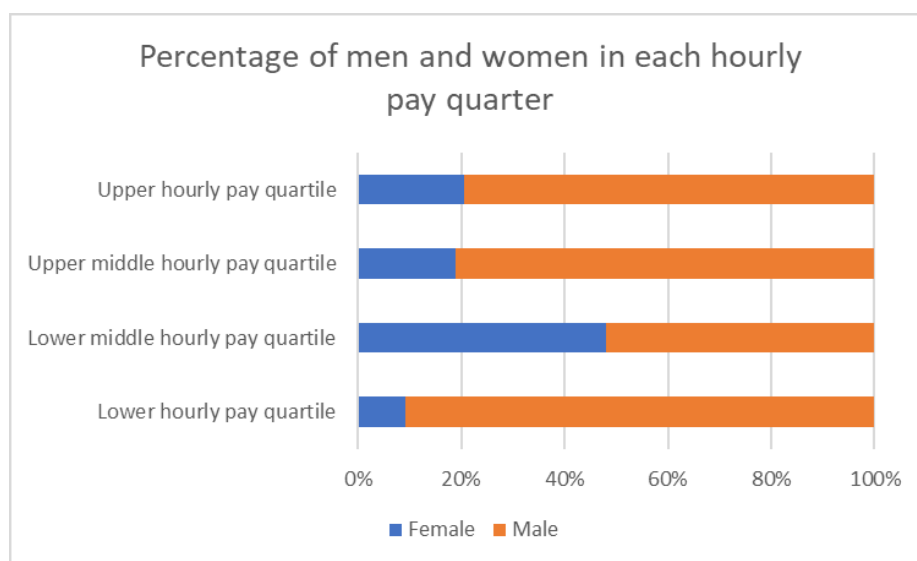
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Registered in England and Wales. Company Number 1795094. VAT Number 406 4279 59. Registered address: Kingfisher House, Radford Way, Billericay, Essex CM12 0EQ.

At Ground Control, we are committed to providing fair and equitable pay for all our people, ensuring that all employees feel valued for their individual and joint contributions to the success of our business. Our employees are also shareholders, and through this share in the business's success.

Questions relating to this report should be directed to Chloe Muirhead, Comms & Engagement Director, by email at [chloe@ground-control.co.uk](mailto:chloe@ground-control.co.uk).

## Statistics

The Regulations require that all organisations complete six calculations that show the difference between the average earnings of men and women in the organisation, ensuring no individual employees' data is identifiable.



When comparing **mean** (average) hourly pay, women's mean hourly pay is **3%** lower than men's. Women's **median** hourly pay is **6.7%** lower than men's.

How many women and men received a bonus, as defined by the Regulations, in the year ending 5th April 2022?

**Men: 32.7%**



**Women: 61.1%**

When comparing **mean** (average) bonus pay, women's mean bonus pay is **7.3% lower** than men. Women's **median** bonus pay is **32.5% lower** than men.