



Ground Control Limited

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Ground Control Limited Gender Pay Report Report for the year ending 5th April 2021

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. As such, we are very proud to have achieved such a narrow gender pay gap this year. It has been an area of focus for some time, and to have reached this target is important to us.

This narrowing of the gap has been achieved mainly through one fundamental change. Ground Control became a Living Wage Foundation accredited employer in the summer of 2021 (see <https://www.ground-control.co.uk/news/ground-control-becomes-living-wage-employer/>). The salary changes necessary to achieve this certification were actioned during March 2021, meaning a significant and positive improvement on our gender pay gap for this reporting year that should continue to have an impact from now on. We also paid all employees already with the business during the initial impact period of the Covid pandemic a Covid related bonus in November 2020 to thank them for their continued hard work and dedication during a difficult period. This, in turn, affects our bonus figures for this year, though may not continue to do so. It should be noted that this is what has created the huge disparity in the median bonus difference for this year, as most of our operational employees who are predominantly men and would not usually receive a bonus did so in 2020.

The Covid pandemic had a small but significant impact on Ground Control during the spring/summer of 2020, with over 200 employees on furlough at its height. However, at the time of reporting (5th April 2021), only 18 employees were still furloughed.

Whilst our statistics are very positive, we cannot and should not become complacent. To demonstrate our commitment to equality in the workplace, we will continue to take action and be vigilant to the issues of gender disparity in the workplace. We are confident that our commitment to paying a fair and comparable amount to those completing the same or equivalent roles will ensure that men and women can be sure to receive the same rate of pay within the same job grade across the business. We review remuneration twice per year



along with our bonus payments, always noting and addressing any disparity based on gender.

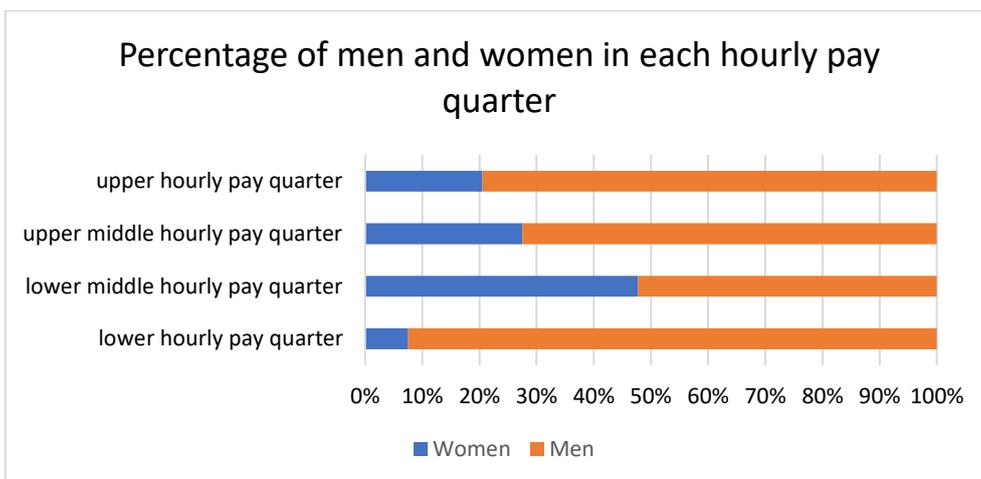
Our employee gender balance is affected by 'occupational segregation', the term given to the distribution of high numbers of men and low numbers of women across certain occupations. As the largest business in many of the areas we work in, we have a responsibility to focus our efforts to improve representation in our industry. We seek to address this in our recruitment process, and we have an Equality and Diversity in Recruitment policy that seeks to de-bias advertisements and candidate screening.

We are also strengthening our development programmes within the business, aiming to optimise the available talent pool by attracting, developing, and retaining a diverse range of people in order to equip us with the skills of the future. We are ensuring that these programmes are as gender-balanced as possible, ultimately aiming to increase gender balance within our leadership team. We have also committed to providing career returners with focussed coaching and mentoring.

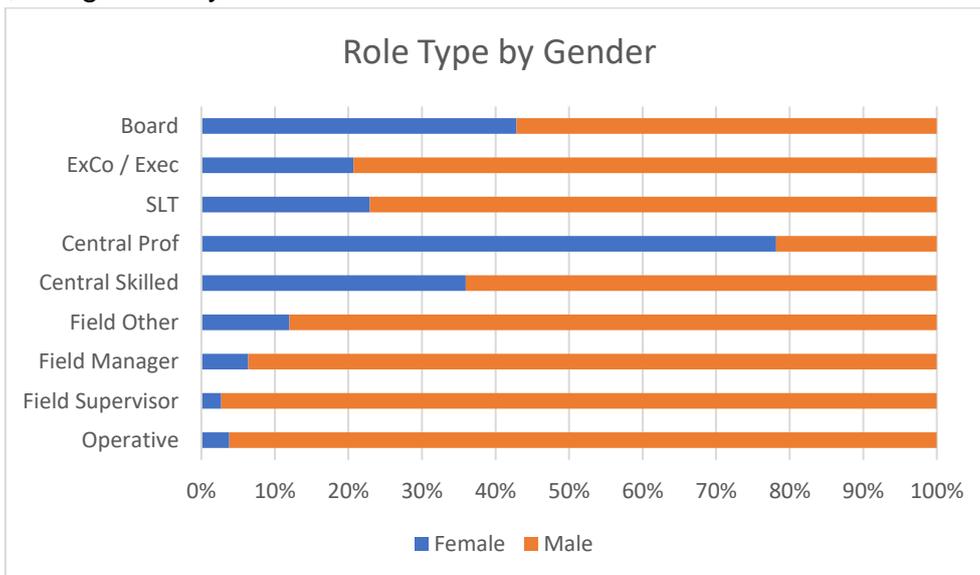
Ground Control is committed to fair and equitable pay for all our people to ensure that all employees feel valued for their individual and joint contribution to the success of our business. In addition to pay and bonus, our employees are also shareholders, and through this share in the business's success.

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.



For context, our gender by role looks like this.



When comparing **mean** (average) hourly pay, women's mean hourly pay is **0.6%** lower than men's. Women's **median** hourly pay is **1.3%** lower than men's.

How many women and men received a bonus, as defined by the Regulations, in the year ending 5th April 2021?

Men: 72.7 %



Women: 74.4%

When comparing **mean** (average) bonus pay, women's mean bonus pay is **12.4% higher** than men's. Women's **median** bonus pay is **300%** higher than men's.

Questions relating to this report should be directed to Tanya Meah, People Director, via email at tanya.meah@ground-control.co.uk.