

2017 GENDER PAY REPORT

Pay & Bonus Gap

Difference between men and women

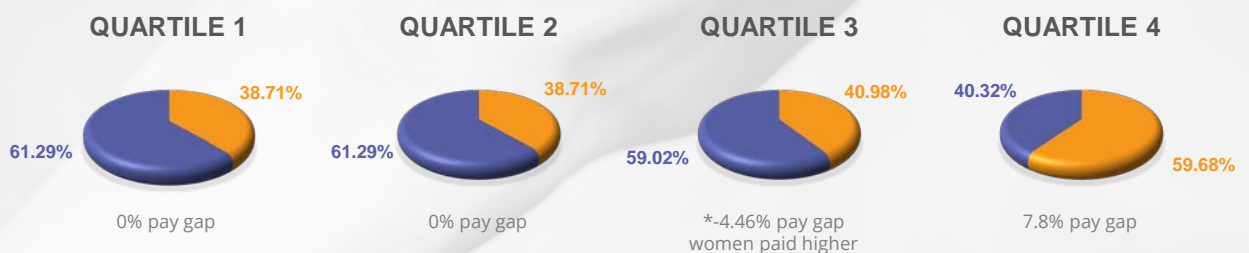
	Mean		Median	
Hourly Fixed Pay	17.15%		14.63%	
Bonus Paid	57.34%		0.00%	
Men	£13.75 Per Hour	£26,800 Annual Estimate	£10.54 Per Hour	£20,600 Annual Estimate
Women	£11.40 Per Hour	£22,200 Annual Estimate	£9.00 Per Hour	£17,500 Annual Estimate

NB: Positive %s indicate that the male average is higher than the female average

Proportion of employees awarded a bonus for year ending 5/4/17



Pay Quartiles



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Pay Quartiles (cont'd)

ALL EMPLOYEES



Bonus narrative

All employees are eligible to participate in a bonus or commission scheme depending upon the role. Bonus is measured on company and team targets and individual performance and is paid subject to successful achievement of targets from 100% payable down to 0%. The 57.34% mean gap in bonus correlates with the highest bonus' being paid to more senior management and employees with sales commission targets which has more male employees than female. We are confident that we do not discriminate and all employees have the same targets and access to a bonus scheme irrespective of their gender.

Pay narrative

Whilst we are showing a mean gender pay gap of 17.15% this is as a result of us having fewer women in the more senior management positions. We have no pay gap within our first two quartiles and in fact pay women on average higher than men in the third quartile.

Whilst we do have more men in senior management positions we are well represented by women in key management positions through to the balance at board level of 3:2 men to women.

Pay data for Echo Managed Services Ltd in England only and is based on figures as at 5 April 2017. Data includes basic pay, shift pay, car allowance, bonus, commission and incentive payments and excludes overtime and company cars.



Nigel Baker
Managing Director