

2018 GENDER PAY REPORT

Pay & Bonus Gap

Difference between men and women

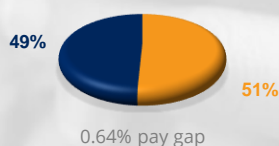
	Mean	Median
Hourly Fixed Pay	15.50%	12.39%
Bonus Paid	50.14%	0.00%

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

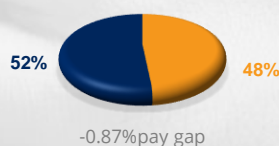
QUARTILE 1



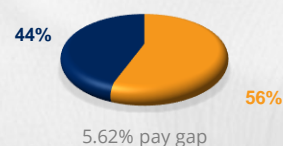
QUARTILE 2



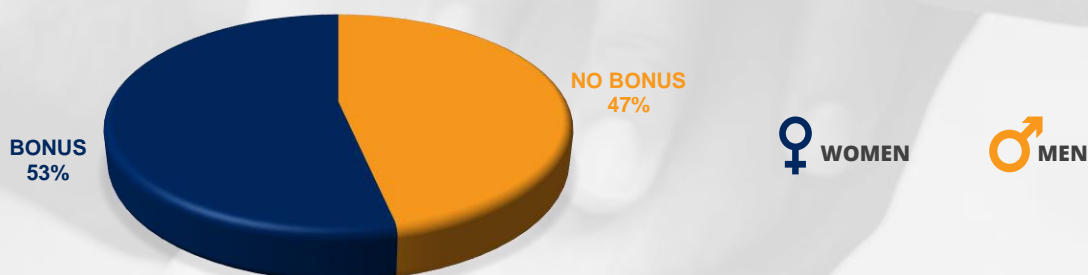
QUARTILE 3



QUARTILE 4



ALL EMPLOYEES

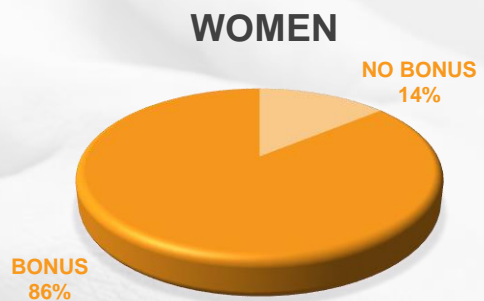
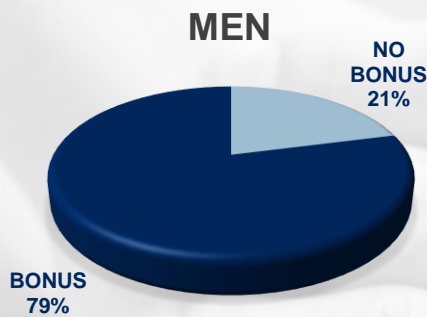


We have seen our mean gender pay gap reduce this year to 15.50%. Whilst we continue to have a gap, we are still below the national average and our gap is narrowing. We believe our gap is as a result of us having fewer women in senior management positions and more women in our entry level positions. Our largest pay gap is in the fourth quartile due to the number of women to men in more senior positions.

Whilst we do have more men in senior management positions we are well represented by women at all management levels and have recently appointed a female Managing Director.



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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 50.14% mean gap in bonus is a reduction on the previous year and 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 all employees have the same targets and access to a bonus scheme irrespective of their gender.

Pay data for Echo Managed Services Ltd in England only and is based on figures as at 5 April 2018. Data includes basic pay, shift pay, car allowance, bonus, commission and incentive payments and excludes overtime and company cars.

Monica Mackintosh
Managing Director