



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%

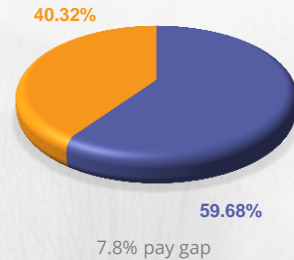
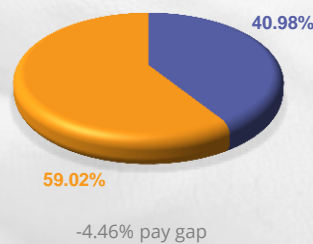
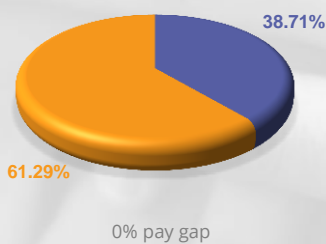
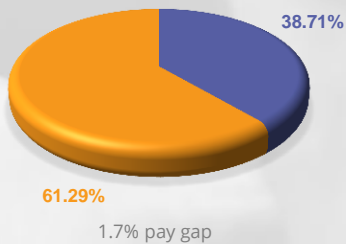
NB: Positive %s indicate that the male average is higher than the female average

QUARTILE 1

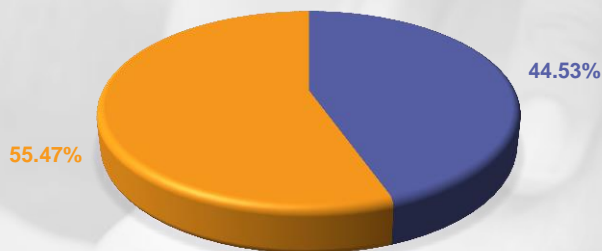
QUARTILE 2

QUARTILE 3

QUARTILE 4



ALL EMPLOYEES



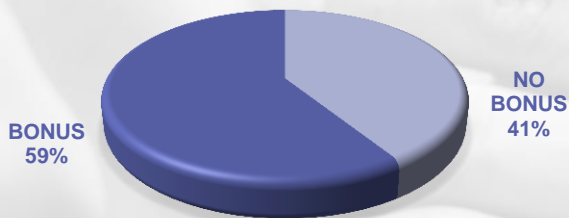
We are showing a mean gender pay gap of 17.15% which is less than the national average. This is as a result of us having fewer women in senior management positions.

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

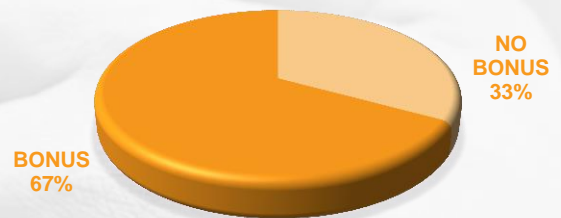


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MEN



WOMEN



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 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 2017. Data includes basic pay, shift pay, car allowance, bonus, commission and incentive payments and excludes overtime and company cars.

Nigel Baker
Managing Director