Imagile
Group

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Gender Pay Gap

APRIL 2018

Introduction

As one of the largest SPV and Asset Management service providers to the PPP / PFI infrastructure market, we rely heavily on the skills and expertise of our people. We're proud to have a diverse team of professionals that have helped us establish Imagile Group as a recognised market-leader and I firmly believe that we must always uphold the highest standards of equality, diversity and inclusion when it comes to our workforce.

In line with the UK government's gender pay gap initiative, we have produced a report around existing gender pay gaps at Imagile Group. In this report we provide the pay data on our UK employees. It's important to stress that this report is not about Equal Pay. We already have a number of processes in place to ensure our male and female employees are paid equally for equal work.

We operate in a sector that is heavily male-dominated and that has led to a lack of female representation in senior management positions. This issue is not unique to us – there are other organisations in our sector facing very similar challenges and it is clear that the industry as a whole also needs to do more to increase the number of women in senior roles.

As this report illustrates, a gender pay gap does exist within our organisation and it is something we have acknowledged and are keen to address. With that in mind, we have already taken steps to redress the balance and ensure that the statistics in future reports better reflect our values as an organisation.

The need to attract and retain the best people is paramount to our future success and we are committed to doing everything we can to tackle our gender pay gap.

Alan Birch
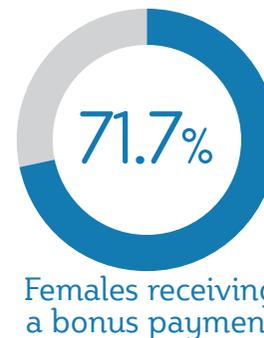CEO Imagile Group Limited
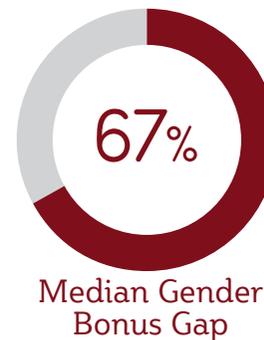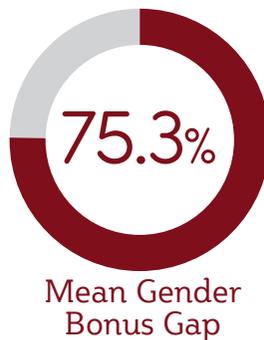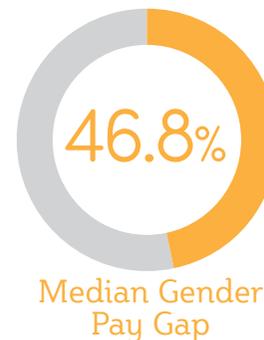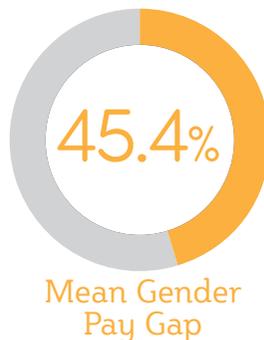
Gender Pay Gap Report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, new legislation requires all organisations with more than 250 employees to publish data related to their gender pay gap, which shows the difference in the average earnings between men and women. The data needs to be published on an annual basis and must reflect earning from the previous year.

In complying with this obligation, we have based this report on employment data from April 2018. In line with Government guidelines this includes base salary, certain allowances and performance payments (bonus) over the previous 12 months.

The gender pay gap report covers only those employed in the United Kingdom and encompasses:

△ The differences between the median and mean hourly pay and bonus of men and women.

△ The percentage of males and females represented within out pay quartiles.

△ The percentage of males and females who received a bonus.

Pay Category ⧫ Difference (%)

45.4%
Mean Gender Pay Gap

46.8%
Median Gender Pay Gap

75.3%
Mean Gender Bonus Gap

67%
Median Gender Bonus Gap

79.5%
Males receiving a bonus payment

71.7%
Females receiving a bonus payment

The percentage of **males** and **females** in each pay quartile band is:

BAND A Includes all employees whose standard hourly rate places them **at or below the lower quartile**

31.3%   68.8%

BAND B Includes all employees whose standard hourly rate places them above the lower quartile but **at or below the median**

41.5%   58.5%

BAND C Includes all employees whose standard hourly rate places them **above the median but at or below the upper quartile**

78.1%   21.9%

BAND D Includes all employees whose standard hourly rate places them **above the upper quartile**

89.2%   10.8%

What do our statistics show?

The data above displaying the split of males and females in each of the pay quartile's clearly provides the statistical reasoning around the gender pay gap at Imagile Group and that the disparity is related to the issue of low female representation in the higher paying roles. When trying to consider why this is the case, common themes appear across a number of sectors.

These include:

- Some of the talent within our business is drawn from the Construction and Professional Services business which historically have been influenced by gender demographics.

- Individual employee choices made around part time working and time out of work due to caring responsibilities.

How is Gender Pay different to Equal Pay?

The data in this report does not relate to Equal Pay. Equal Pay ensures that everyone undertaking work rated as equivalent or of equal value is paid the same. We are confident at Imagile Group we have appropriate processes in place to manage and monitor this.

As explained in this report, the Gender Pay Gap relates to average earnings based on the total number of male and female employees. Therefore, it is the representation at various levels within the organisation that creates the Gender Pay Gap.

Addressing our Gender Pay Gap

Imagile Group is committed to addressing the under-representation of women at the various levels within our business, however, it also recognises the complexities of the issue generally across various sectors.

With that in mind, we have identified five key areas for action detailed below, which will enable us to focus our efforts to address the gender pay gap in our organisation. We acknowledge that this is not something that can be quickly fixed, and we will be looking across other businesses to see what lessons can be learnt and what additional initiatives may be appropriate for us to adopt.

At Imagile we are truly committed to ensuring that our teams and our employees feel valued and engaged and we are equally committed to working towards a balanced and inclusive workforce. As the action plan highlights, we have already put in a number of measures to help us improve our current gender pay gap and ensure that as an organisation, we continue to promote and champion the benefits of a diverse and fully inclusive workforce.

It is confirmed that the data in this report has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Action Areas

Attract

Recruitment practices
- Investigate and challenge current recruitment practices seeking to attract gender balanced and diverse talent.
- Where possible establish mixed gender interview panels.
- Improved connections with universities and colleges, exploring apprenticeship opportunities where appropriate.

Raising employer profile
- Improving our visibility across social media, providing clear information regarding our employee engagement survey and approach to Environmental, Social & Governance Policy.

Retain

Employee development
- Explore the benefits of unconscious bias training with a view to implementing across all decision-makers.
- Review of returners process.
- Introduce a steering committee.
- Set targets for female representation across management levels, mentoring and training programmes.

Participation in relevant initiatives
- Consideration of UK wide initiatives i.e. Women in Finance Charter.

Flexible working
- Review how the Company can offer more family friendly working arrangements and appropriate work-life balance policies.

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