

Gender Pay Gap – UK Divisions

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Notes from Managing Director – 5th April 2020

“We want Porvair Filtration Group (PFG) to be a business people want to work for, where they are supported, encouraged, respected and given opportunity. Fundamental to this objective is ensuring fairness and equality regardless of race, ethnicity, gender, age, disability, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy and maternity. Our policies and procedures reflect this commitment.

In addition to equality inherent within our policy and behaviour, we consider diversity to be an advantage. The best ideas, skills, results and performance can only be derived from a diverse range of people with different abilities, experience and perspectives. Encouraging this diversity in an engineering environment can be a challenge. This is particularly true in terms of gender due to the significant gender imbalance in the market for the skills we need to operate our business. This said, there is more we can do, and I want to be clear that this remains very much on our agenda.

Our gender pay gap figures are presented below. The gap is calculated by the difference in the average hourly earnings of male and females in an organisation. The data for PFG shows a gap between the average pay of female and male employees. This does not reflect inequality of pay at a given level or for a given job in the business; it is due to the lower female representation in our senior leadership team.

Our objective is to demonstrate a year on year improvement in these measures by recruiting, developing and promoting as diverse a range of talent as we can. We have achieved this objective in 2018, albeit the improvement is modest.

To achieve this objective, firstly we annually review our pay structure to ensure we are fully compliant with the Equality Act 2010 giving men & women the right to equal pay for equal work. The value of diversity is impressed upon our leaders and forms an important consideration within our recruitment. Retention and promotion of a diverse workforce requires an environment which accommodates a wide range of personal circumstances. To this end, we have worked to ensure our conditions are flexible and do not unfairly affect any segment of our workforce.

We are confident that the awareness of gender inequality and its importance on our agenda will help to continue the improvement of our gender pay gap in the years to come.”

Tom Liddell

Managing Director

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Total employees at 5th April 2020: 314

Female – 24%

Male – 76%

Pay difference between men & women at 5th April 2022

Mean Gender Pay Gap is 29%

Median Gender Pay Gap is 17.1%

Bonus difference between men & women in the 12 months before 5th April 2022

Mean Gender Bonus Gap is 73.8%

Proportion of male employees receiving a bonus is 88.7%

Proportion of female employees receiving a bonus is 85.5%

The chart below shows the gender split across the quartiles (Male:Female)

