

Mayflex Gender Pay Gap

What is Gender Pay?

The Gender Pay Gap shows the difference in the gross average hourly rate of pay between all men and women across the business.

Different roles in our business require different skills, knowledge and experience and therefore these different roles pay differently; and because the number of men and women who work in these roles varies, a Gender Pay Gap exists.

This is different from 'Equal Pay' which is men and women being paid the same rate of pay for carrying out the same or similar roles.

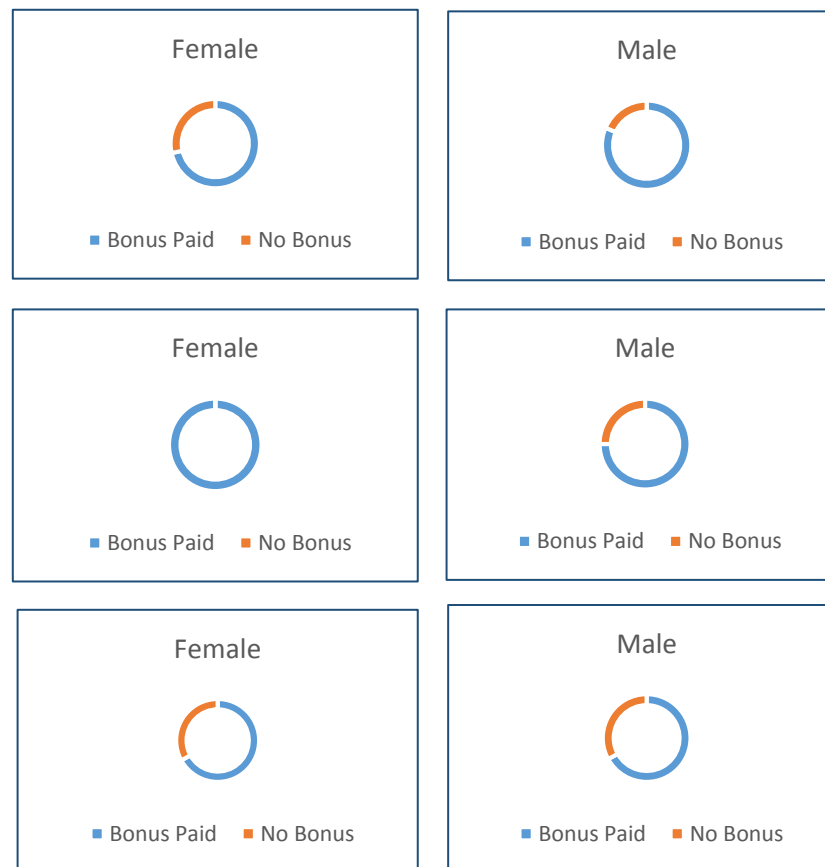
Gender pay reporting for the Mayflex Group has to be reported by each legal entity, Mayflex UK, Excel (EU) and Mayflex Group (SMT & Co. Directors)



PAY & BONUS

Difference between men and women <i>women's hourly rate is lower (higher) by</i>	Company	Mean (average)	Median (middle)
Gender Pay Gap	Mayflex UK	12.5%	(5.3)%
Gender Pay Bonus Gap	Mayflex UK	4.7%	(65.0)%
Gender Pay Gap	Excel	5.4%	8.7%
Gender Pay Bonus Gap	Excel	14.6%	21.2%
Gender Pay Gap	Group	(18.8)%	(55.7)%
Gender Pay Bonus Gap	Group	(171.7)%	(323.5)%

Proportion of employees receiving a bonus

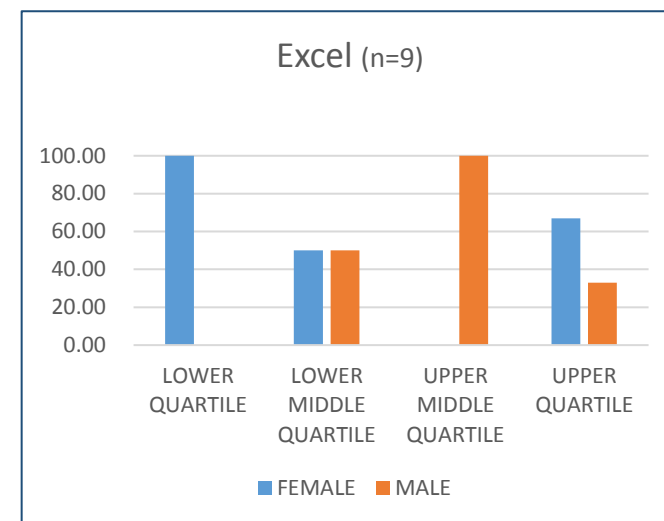
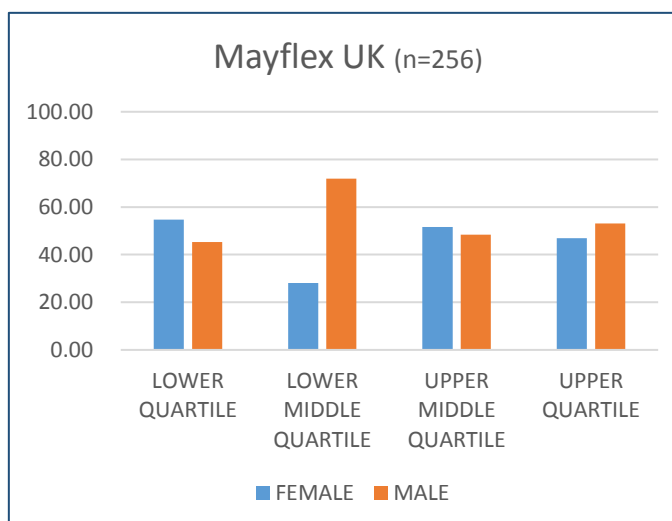
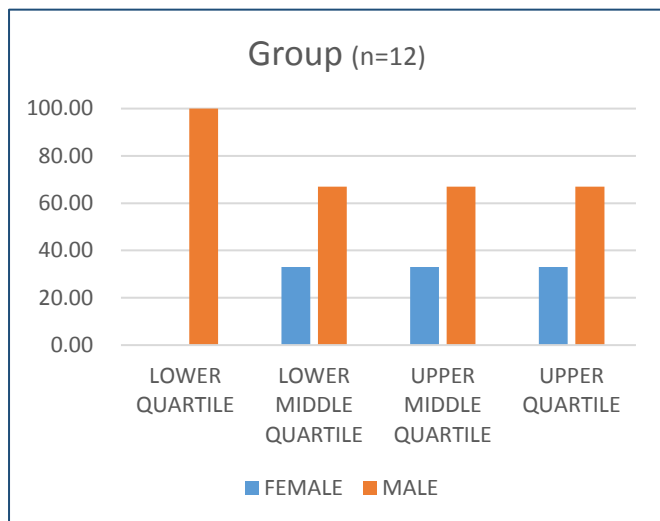


Mayflex UK

Excel Networking

Group

PAY Quartiles – These graphs show the number of males & females in each pay quartile by each Company.



Nationally the Gender Pay Gap is currently 18.1%. One of the main reasons for this is that men are more likely to hold senior positions within a Company.

At Mayflex, Group contain the Senior Management Team and Company Directors only. Within this group the ratio between males and females is 75:25, however the gender pay gap is positive with females being paid 18.8% more than men. The same proportion of men and women in this group received a bonus.

Within Mayflex UK the top 2 quartiles are relatively balanced, however the overall gap means that on average women are paid 12.5% less than men, however this is due to a slightly higher proportion of males occupying external sales roles, where salaries are higher.

Within Excel the average pay gap is 5.4% despite more women being in the top quartile and 100% of females within the group being paid bonus in contrast to 75% of males receiving bonus. The pay gap occurs as only males are present in the upper middle pay quartile of the group which impacts the average.

Mayflex are the leading distributor of converged IP solutions including infrastructure, networking and electronic security solutions.

To remain competitive in this market we need to attract people from a wide talent pool preferably with skill levels in STEM. (Science, Technology, Engineering and Mathematics). National demand for STEM skills are high, however the number of women studying and working in STEM remains low.

Although the Gender Pay Gap falls below the national average Mayflex are actively reviewing the Employer Brand to promote Mayflex as an inclusive employer of choice, who promotes collaboration, encourages innovation and where employee development is high on the agenda.