

HJ Enthoven Ltd

Gender Pay Gap Report

This year, all UK employers with 250 or more employees will be required to publish key metrics on their gender pay gap as at 5 April 2017 under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

HJ Enthoven Limited is a Company made up of 3 divisions; HJ Enthoven & Sons ("HJE") based in Daley Dale, BLM British Lead ("BLM") based in Welwyn Garden City and G&P Batteries ("G&P") based near Birmingham. The calculations detailed within this report are indicative of the Company as a whole rather than any one single entity.

Gender Pay Reporting under the Equality Act 2010 requires all Companies with greater than 250 employees to comply with the reporting requirements, as a Company we have greater than 250 employees and therefore need to comply with the requirements. The 3 divisions have differing business operations, HJE is a lead smelter, BLM is a Lead sheet manufacturer and G&P are a battery collection company, there is a male dominated workforce.

The Company is regulated by the Control of Lead at Work Regulations which restricts the organisations recruitment of female employees into positions within lead exposed areas.

Our workforce consisted of 331 males and 53 females. In common with the manufacturing and recycling profession as a whole, our organisation is predominantly male due to the heavy, manual labour industry we operate. Given that 86% of our workforce is male, it is also the case that men outnumber women at every level of H J Enthoven Limited.

Gender pay is not the same as equal pay. The gender pay gap shows the difference in the average pay between all men and women across a whole organisation while equal pay relates to the alignment of male and female pay for employees in the same jobs, similar jobs or work of equal value.

We are required to perform six calculations that show the difference between the earnings of men and women in our organisation (it will not involve publishing individual employees data). The results of these calculations have to be published on our own website and a government website.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

- Mean gender pay gap for HJ Enthoven Ltd is 12.8%.
- Median gender pay gap for HJ Enthoven Ltd is 13.3%.
- Mean gender bonus gap for HJ Enthoven Ltd is 43.6%.

- Median gender bonus gap for HJ Enthoven Ltd is 51.0%.
- The proportion of male employees in HJ Enthoven Ltd receiving a bonus is 97.9% and the proportion of female employees receiving a bonus is 90.9%.

The table below shows the composition of Males and Females in each of the pay quartiles:

Band	Males	Females	Description
A Lower	72.9%	27.1%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B Lower middle	87.5%	12.5%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C Upper middle	95.8%	4.2%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D Upper	88.5%	11.5%	Includes all employees whose standard hourly rate places them above the upper quartile.

We can use these results to assess:

- the levels of gender equality in our workplace.
- the balance of male and female employees at different pay levels.

The most significant findings from the HJ Enthoven Limited report are:

- The highest proportion of female workers are employed in the lower band A, the 1st quartile i.e. the lowest paid.
- The second highest proportion of females are found in the Lower middle band B closely followed by Upper band D i.e. the highest paid.
- The bonus gap is due to predominantly males being employed in operations, as already noted this is driven by blood lead legislation, which attract additional bonuses like the Blood Lead Incentive scheme.

While HJ Enthoven is restricted by regulations such that we are unable to employ females in certain roles, we are committed to being an equal opportunities employer, encouraging diversity within our workforce and the principle of equal pay.

I confirm the data reported is and calculated in accordance with the regulations.



Rob Harris
Director – HJ Enthoven Ltd
Managing Director – Ecobat European Division

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