



axis

| Gender Pay Gap Report 2020

axis

Addressing the gap

Gender pay gap reporting has shone a bright light on the progress that still needs to be made in the UK – and what the economy, and organisations like Axis, have to gain by addressing the gap including boosting business performance and innovation. And according to McKinsey, bridging the gender pay gap could boost UK GDP by up to £150 billion by 2025, and could help get up to 840,000 more women into work.

Complex societal issues may have impacted on some of our initiatives: however we are committing to continuing to add to these and continue with those that have worked well.

We highlight some on the following pages.

John Hayes

Founder and Chief Executive

Axis' Core Value #4

Embracing diversity will
broaden our horizons



Gender Pay Gap Stats

On 5 April 2021

1073

Employees

Male

757

Female

316

Gender of employees at Axis Europe PLC

29.5%

of our workforce are women

Mean

Median

14.1%

11.1%

Our Commitment

- 1** To use the gender pay gap and other company data to uncover and tackle the specific causes of the pay gap in our organisation. We will use it to understand barriers and challenges that people face, and to inform where we can direct resources to improve it, and track progress.
- 2** To improve attraction, recruitment and progression of women. Closing the gender pay gap will not be achieved through the implementation of one specific action alone. Instead, Axis is taking action across different areas that impact the gender pay gap, such as attraction, recruitment and progression to drive progress.
- 3** To ensure our leaders champion diversity and make it a shared priority across the business. The priority that leaders place on an issue and their behaviour has a huge impact on organisational culture. Our business leaders need to talk about their commitment to inclusion regularly and demonstrate it by making people planning as important as financial planning. They must create a culture that will help colleagues at every level of the organisation to question pre-existing everyday practices. We are going this by investing in a leadership and development programme.
- 4** To share openly our story and challenges with the companies and clients we work with and share best practice. We will be able to build more trust between them, our workforce and the public if we communicate the actions we are taking to close the gap in an open and honest way.

Bonus Gender Pay Gap Data

Proportion of male employees
who have received a bonus

Proportion of female employees
who have received a bonus

23.5%

41.7%

Mean bonus gender pay gap

Median bonus gender pay gap

44.8%

0%



Apprentices make up
10% of our work force

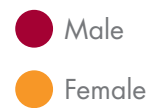
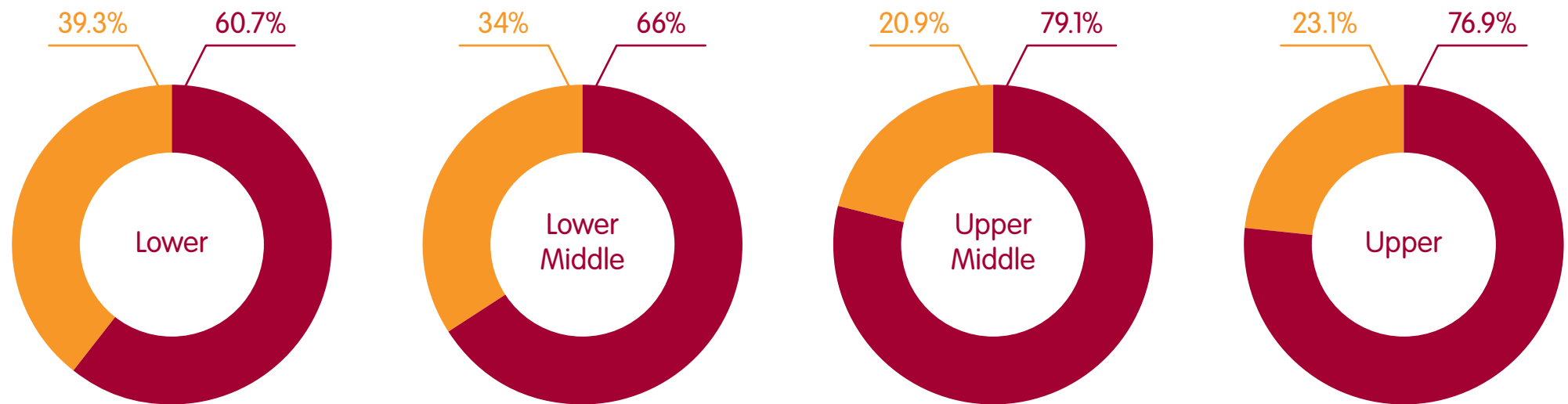
Axis' Core Value #3

Train and develop
people – their growth
becomes our growth

"I chose a degree apprenticeship in Quantity Surveying because I wanted a job to do with numbers. I was always good at maths at school, but I did not want an office-based job. I now manage lots of properties and am out on site surveying different buildings."

Emily Skipp obtained a First Class BSc Hons in Quantity Surveying whilst working full time as an Apprentice at Axis.

Pay Quartiles by Gender





Foundations for the future

At Axis we have delivered the following programmes to meet our inclusivity goals and targets.

Collaborating with schools and community organisations, we

- 1** Raise awareness of our business amongst young people in school and those who are looking for work.
- 2** Create more visibility of employment pathways and skills requirements within our sector so that young people can make informed decisions about future careers.
- 3** Provide structured work experience/work inspiration for students, male and female, to give young people insights into the industry. The work experience is underpinned by a work plan and clear feedback mechanisms to ensure it is meaningful for all parties involved.
- 4** Offer opportunities for employees to engage with young people across London through partnerships with schools in the areas we work, supporting 16-18 year olds who are making key decisions about future careers but struggling to make links with employers. Activities include career insights, online talks and presentations and mentoring.
- 5** Commit to building a diverse and inclusive talent pool of candidates, by improving attraction to prospective applicants via job descriptions and/or job adverts. We ensure language and tone are not off-putting or offensive to any group. Wording and imagery used in adverts is inclusive. In the current climate we are improving our technology to open up to the biggest possible audience and so we are clear and transparent in all our processes. All employees involved in the recruitment process, from senior management to line managers receive appropriate training and understand and support the organisation's commitment to diversity and inclusion. Where appropriate, we focus on skill sets rather than qualifications and work experience to attract and capture the widest diverse talent.
- 6** Increase visibility of our vacancies to a wide and diverse candidate base through our clients, residents of HAs and local government organisations as well as employment support organisations which work with school/university leavers, unemployed people and experienced hires.

Improvements we have made include:

1

Technology improvements make reporting and measurement easier

3

Boost sessions are now recorded so new and existing employees can see our ongoing commitment to diversity and inclusion

2

Communication throughout the business is better for all. Teams is used by the whole organisation and helps to promote case studies and examples of diversity and inclusion, reinforcing our message

4

Leadership and Development Programme has been improved based on feedback to include coaching and mentoring, building a coaching culture where everyone is included and has the chance to develop and progress

5 Hybrid Working has allowed new ways to ensure work/life balance which may attract more females back into the workplace

6 Focused Volunteering opportunities provide employees with new skills and outlooks





axis
Company - Swanwick Electrical
ID No. A2L9891
Surname M0028
Call 0208 965 0020 to confirm holder's identity

swan
somewhere to feel at home

axis

16 PP