Gender Pay Gap Report
Calculated based on a snapshot date of 5 April 2024

At ESP, our mission is to delight every customer every time by having the best people delivering the best service anywhere in the world. People are the heart of our business and we continue to focus on ensuring that we provide growth and development opportunities across the company.

Our Gender Pay Data
The figures in this report represent our aggregated results which include all applicable employees in the UK as of 5 April 2024.

Our report is aligned with the requirements of the UK regulations where organisations with more than 250 applicable employees must report the mean and median gender pay gap, the bonus gender pay gap, the proportion of men and women who receive a bonus and the distribution between genders across pay quartiles.

It is important to note that gender pay is different to equal pay, which requires men and women in the same job or job of equal value to be paid the same.

Understanding our Data
In the UK we have 243 applicable employees, with 37 of these being female representing 18% of our UK population.

Gender Pay Gap Data

-37.71%
Median Gender Pay Gap

-25.73%
Mean Gender Pay Gap

-74.5%
Median Bonus Gap

-700.62%
Mean Bonus Gap

34.47%
Men received a bonus

13.51%
Women received a bonus

Overall, ESP has a ‘positive’ gender pay gap for both our Median and Mean Gender Pay, meaning that more women receive a higher hourly rate than men. This is in part a reflection that our Head Office is based in the UK, where more women are employed, compared to the rest of our business. Additionally, we have 206 male employees in the UK who have an average annual salary of £35.8k and 37 female employees with an average of £44.8k.

For bonus, we have a ‘positive’ gender bonus gap for both our Median and Mean Gender Bonus Pay, with females receiving a higher rate of bonus than men, Whilst only 13.51% of females received bonus, some of these bonuses were commission related and extremely sizeable, which explains why our female employees received 7 x higher Mean Bonus than male employees. Our male employees received high numbers of very small bonus amounts, whereas our female employees received small numbers of very high bonus amounts.

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	Lower	Middle Lower	Middle Upper	Upper
	95.1	90.2%	83.6%	70%
	4.9%	9.8%	16.4%	30%

Compared to last year, we have hired more male employees in our lower and lower middle quartiles. Our industry has a female skills shortage at entry level, which is why most of our hires are male at the lower quartile levels. Many of our female employees occupy more senior positions in our Head Office which is based in the UK which would explain the increase seen in the Upper quartile compared to the rest of the headcount.

We continue focus on bridging the female gap within our entry level positions, which will be a focus in our Talent Management discussions at the Board Level. However, we do have a majority female representation in our Finance, Project Management and People functions.

Reflections and Looking Forward

ESP's leadership continue to focus on succession planning, career management and pathing and early career investment to provide our employees clearly defined development and progression routes within the company. We will continue to focus on sourcing strategies to identify greater female representation at all quartile levels.

We confirm that the information and data provided is accurate and in line with regulatory requirements.

Mike Harling
Chairman

Mike George
VP, People