

UK GENDER PAY REPORT 2020

THE HEXADEX GROUP

Welcome to our fourth annual Gender Pay Report

Our business is shaped by our Core Values and the Hexadex group of companies is a diverse, engaging and inclusive organisation. As such, we welcome the UK Government's requirements for large companies to report on gender pay. In accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017, we share our data for Teconnex Ltd (CRN:1447529). Teconnex and another subsidiary within the Hexadex group are the only two entities in the group that employed more than 250 employees on the 5th April 2020 and are therefore required to publish their gender pay gap data.



Will Milles,
Executive Chairman – Hexadex Group

Teconnex

MAKING CONNECTIONS

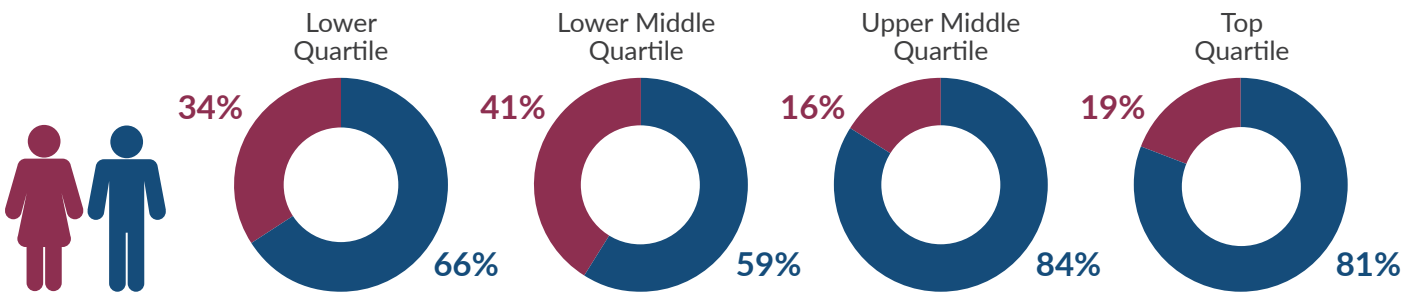
TECONNEX UK GENDER PAY GAP RESULTS

Pay difference between women and men:

Median Gender Pay Gap	19.3%
Mean Gender Pay Gap	19.6%
UK National Gender Pay Gap (Median)	15.5%

Bonus difference between women & men:

Median Gender Bonus Gap	61.7%
Mean Gender Bonus Gap	5.2%
Proportion of employees receiving a bonus	
MEN	89.9%
WOMEN	89.7%



Improving gender diversity within our workforce remains high on our agenda, and we continue to build on our strategies to bridge the gap. However, it is important to note that the results for 2020 are not representative of a normal year, given a number of factors connected with the Pandemic. Most notably, a large number of employees were furloughed under the Government CJRS and are therefore out of scope for the gender pay calculations. Of relevant data, our analysis shows that our Mean and Median gender pay gap has increased from our much-improved figures reported in 2019, with a swing in

favour of males with a higher % of women who fell out of scope. As an organisation, we remain committed to our goal of fair representation of women across all levels and seek to recruit, promote and progress female staff to actively encourage gender diversity.

Chris Marsden,
Managing Director
– Teconnex Group