

# UK GENDER PAY REPORT 2021

## THE HEXADEX GROUP

### Welcome to our fifth 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 2021 and are therefore required to publish their gender pay gap data.



Will Milles,  
Executive Chairman – Hexadex Group



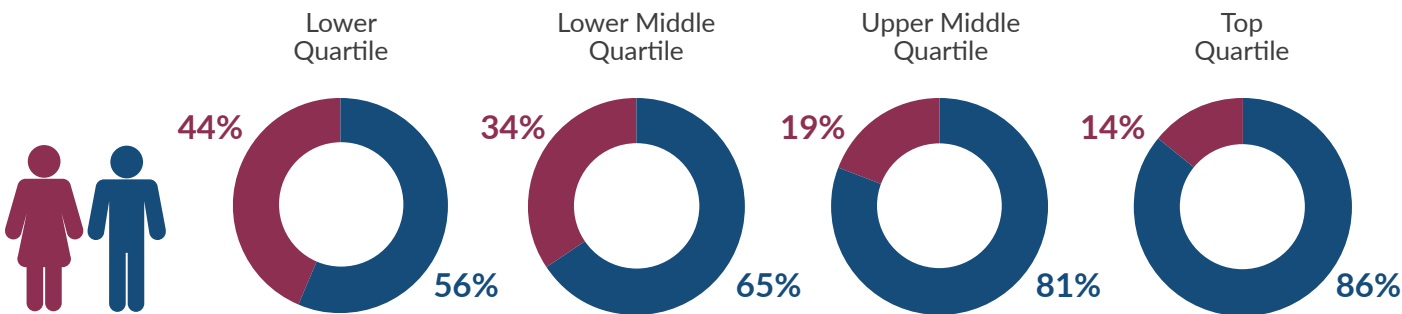
## TECONNEX UK GENDER PAY GAP RESULTS

### Pay difference between women and men:

Median Gender Pay Gap	18.7%
Mean Gender Pay Gap	19.5%
UK National Gender Pay Gap (Median)	15.4%

### Bonus difference between women & men:

Median Gender Bonus Gap	4.3%
Mean Gender Bonus Gap	24.4%
Proportion of employees receiving a bonus	
MEN	96.2%
WOMEN	94.3%



Improving diversity and inclusion is a priority across our global operation, this is based around the principles of valuing everyone, celebrating differences, and respecting each other for who we are and the different viewpoints we bring.

The sector historically has been male dominated therefore we are committed to making sure that our company is as diverse as the communities in which we are based, attracting people from a wide range of backgrounds, developing talent, and providing everyone with the opportunity to establish a career within our company.

Teconnex ensures that males and females are paid equally for doing the same job, our gender pay gap reflects that there is fewer woman to men currently in more senior roles and higher paid jobs. 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.

In 2021 the gender pay report again was not representative of a normal year. The bonus gap has reduced which reflects the fact that more women are moving into more senior roles. The percentage of women at the lower quartile has increased.

We are increasing the number of women in the business however this is occurring in the lower pay quartile as we attract more females into our apprenticeships.

Chris Marsden,  
Managing Director  
– Teconnex Group

