

UK GENDER PAY REPORT 2022

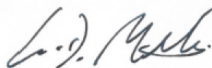
THE HEXADEX GROUP

Welcome to our sixth 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 2022 and are therefore required to publish their gender pay gap data.



Will Milles,
Executive Chairman – Hexadex Group



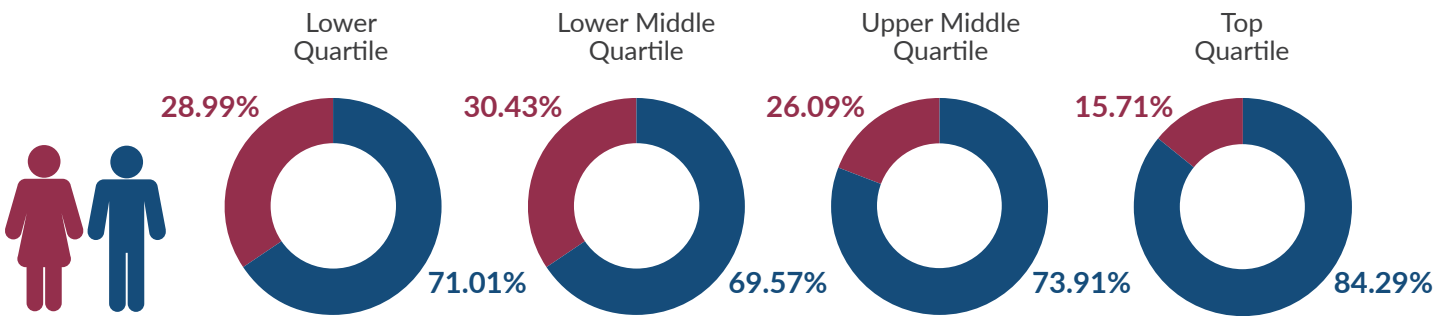
TECONNEX UK GENDER PAY GAP RESULTS

Pay difference between women and men:

Median Gender Pay Gap	7.95%
Mean Gender Pay Gap	13.12%
UK National Gender Pay Gap (Median)	14.9%

Bonus difference between women & men:

Median Gender Bonus Gap	6.89%
Mean Gender Bonus Gap	35.50%
Proportion of employees receiving a bonus	
MEN	75%
WOMEN	72.55%



Enhancing diversity and inclusion remains our 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.

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 in the UK there are fewer women to men. 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. We have

some way to go in removing the gender pay gap and the change will not be immediate.

In 2022 we have delivered positive changes to our results the average gender pay gap for our UK workforce was 7.9% (2021 18.7%), which is lower than the current UK national average of 14.9%. this change is due more women employed in the upper middle and top roles in comparison to last year. The bonus proportion decreased from last year due to new starters not qualifying for the Profit Share Scheme payment.

Chris Marsden,
Managing Director
– Teconnex Group

