

UK GENDER PAY REPORT 2023

THE HEXADEX GROUP

Welcome to our seventh 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.

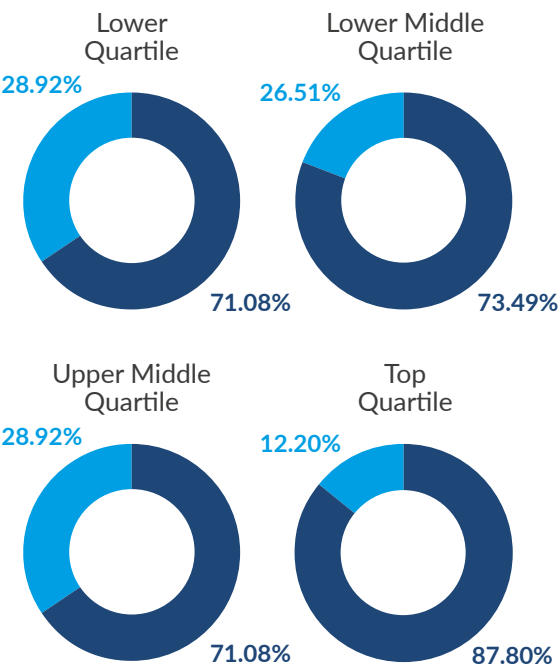


Will Milles,
Executive Chairman – Hexadex Group

Males – 251 Females – 80



Males	75.8%
Females	24.16%



TECONNEX UK GENDER PAY GAP RESULTS

Pay difference between women and men:

	2022	2023
Median Gender Pay Gap	5.4%	5.4%
Mean Gender Pay Gap	14.2%	14.2%
UK National Gender Pay Gap (Median)	14.3%	14.3%

Bonus difference between women & men:

Median Gender Bonus Gap	6.8%	5.8%
Mean Gender Bonus Gap	35.5%	48.9%

Proportion of employees receiving a bonus:

MEN	78.4%	WOMEN	69.1%
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We are pleased to report that, while we continue to work on our gender pay gap, we are lower than the UK National Average. However, we still have some work to do to close the gap. Continuing to promote a gender-diverse workforce across all our global sites, we strive to employ people based on their skills regardless of age, gender, race, sexual orientation, or culture.

Attracting people from different backgrounds, we are committed to developing and providing them opportunities to further their careers within our company.

Teconnex pays people for the work they do regardless of sex; males and females are paid equally when they do the same job. However, our gender pay gap represents that there are fewer women than men.

In 2023, we had some changes across our females in more senior roles. However, these won't be reflected in our results until 2024.

Our bonus results have increased from 35.5% to 48.9%. This is partially due to the changes in our more senior roles and our new starters who did not qualify for the group Profit Share Scheme.

We continue to work with local schools and colleges to drive our industry forward and encourage and grow future talent. Heavily investing in apprentices from all backgrounds to fill the skills gaps and provide opportunities for a lifelong career in manufacturing.

Over the last few years, we have seen some positive changes to our results, despite a very slight increase in 2023. We continue to work on closing the gender pay gap by attracting, developing, and promoting women in our company.

Chris Marsden,
Managing Director – Teconnex Group