

*Gender Pay
Report 2021*

H.J. Enthoven Limited



*Who
are we?*

**H.J. Enthoven Limited is a Company
made up of 3 divisions:**

H.J. Enthoven & Sons

H.J. Enthoven & Sons (“HJE”), a lead smelter based in Darley Dale.



British Lead

BLM British Lead (“BLM”), a lead sheet manufacturer based in Welwyn Garden City.

ECOBAT
LOGISTICS

ECOBAT Logistics UK (formally known as G&P Batteries), a battery collection company based near Birmingham.

From 2017, all UK employers with 250 or more employees have been required to publish key metrics on their gender pay gap annually under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting under the Equality Act 2010 requires all Companies with greater than 250 employees to comply with the reporting requirements, as a Company we have greater than 250 employees and therefore need to comply with the requirements.

The calculations detailed within this report are based on the Company as a whole rather than any one single division.

Our workforce

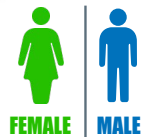
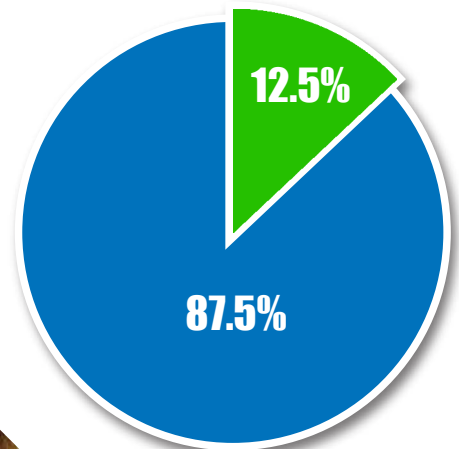
As at 5th April 2021 our workforce consisted of 344 males and 49 females.

In common with the manufacturing and recycling profession as a whole, our organisation is predominantly male due to the heavy, manual labour industry in which we operate.

The Company is regulated by the Control of Lead at Work Regulations which restricts the organisations recruitment of female employees into positions within lead exposed areas.

Given that 88% of our workforce is male, it is also the case that men outnumber women at every level of H.J. Enthoven Limited.

Workforce Composition





Our results

Gender pay is not the same as equal pay. The gender pay gap shows the difference in the average pay between all men and women across a whole organisation while equal pay relates to the alignment of male and female pay for employees in the same jobs, similar jobs or work of equal value.

We are required to perform six calculations that show the difference between the earnings of men and women in our organisation. The results in this report are also published on a UK government website (this will not involve publishing individual employees data).

The figures below have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Calculations are for pay as at the snapshot date of 5th April 2021 and bonuses paid in the 12 months prior to 5th April 2021.

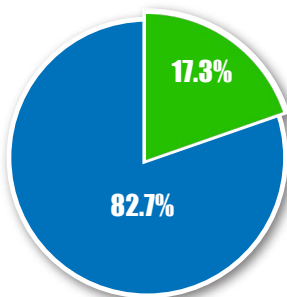
*Our
results*

Gender Pay and Bonus Gap	Mean	Median
Pay	12.3%	2.5%
Bonus	-10.2%	5.3%

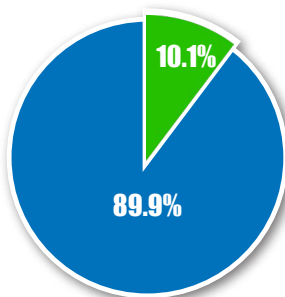
Employees Receiving a Bonus	
Male	100%
Female	98%

Pay quartiles

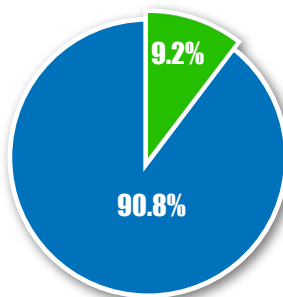
Lower quartile



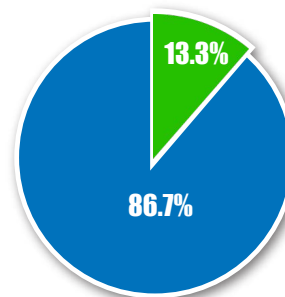
Lower middle quartile



Upper middle quartile



Upper quartile



We can use these results to assess:

- The levels of gender pay equality in our workplace.
- The balance of male and female employees at different pay levels.



Our findings

The most significant findings from this report are:

- The highest proportion of female workers are employed in the lower quartile i.e. the lowest paid.
- The second highest proportion of females are found in the upper quartile i.e. the highest paid.
- In comparison to the 2020 Gender Pay Report, the proportion of females employed in the upper quartile has increased and the proportion in the lower quartile has decreased.
- Our bonus schemes are gender neutral by design but the composition of the workforce drives the gender pay and bonus gap. Our annual bonus schemes are specific to each of the three divisions of the Company, so fluctuate according to the profitability of each.



They are paid as a percentage of salary, so higher earners receive a greater bonus, but new starters and part time workers receive a pro-rata amount. The bonus calculation (as set out in the reporting requirements) does not account for the pro-rata bonuses of part time workers who are mainly women.

- Our results are reflective of our industry sector which faces challenges in attracting women and is male dominated at all levels.

How are we addressing the gap?

While H.J. Enthoven Limited is restricted by regulations such that we are unable to employ females in certain roles, we are committed to being an equal opportunities employer. Our recruitment practices are free from discrimination; we assess all applicants on their suitability to fulfil the role, encouraging diversity within our workforce.

We reward our workforce based on both their performance and individual contribution. Our job roles are evaluated considering a range of factors and using a well established system to ensure fairness and consistency across the organisation. There is no gender bias in our approach to pay which is determined by job evaluation, relevant experience, qualification and performance.

We offer enhanced maternity and paternity policies and consider all requests for flexible working within the legal framework. An Employee Assistance Programme is available to all employees and family members in need of confidential and free advice and support on a range of matters.

We encourage our workforce to develop their skills and knowledge, offering a comprehensive range of work based and external training with no gender bias. We support further educational training, professional accreditation and encourage continuous professional development. We aim to provide all employees the opportunity to progress and be fulfilled at work.



Our commitment

Our aim is to attract and retain the best people no matter what gender or background and support them to achieve their full potential. We commit to continue monitoring our gender pay gap, supported by investing in and developing our talent across all parts of our business.

I confirm the data reported is accurate and calculated in accordance with the regulations.



Andrew Hampson

**Director of H.J.
Enthoven Limited**

Date: 25/02/2022

