

Introduction

At Hughes TV and Audio Limited we are committed to promoting equality and diversity within our organisation. We believe in fostering an inclusive workplace that values and respects all employees, regardless of gender. As part of our ongoing commitment to transparency and gender equality, we are pleased to present our Gender Pay Gap Report for 2023.

1. Key Findings

In this report, we will outline the key findings related to the gender pay gap at Hughes TV and Audio Limited. The gender pay gap is calculated by comparing the average earnings of all male employees to the average earnings of all female employees, expressed as a percentage.

Key findings for 2023 are as follows:

1.1 Mean Gender Pay Gap

- The mean gender pay gap at Hughes TV and Audio Limited for 2023 is 2.4%
- This means that, on average, male employees earn 2.4% more than female employees.

1.2 Median Gender Pay Gap

- The median gender pay gap at Hughes TV and Audio Limited for 2023 is -1.7%
- The median represents the middle value in the data set. This indicates that, at the midpoint of the earnings spectrum, female employees earn 1.7% more than male employees.

2. Bonus Pay Gap

In addition to the mean and median gender pay gaps, we have also calculated the gender bonus pay gap. This gap reflects the difference in the average bonus payments received by male and female employees.

2.1 Mean Gender Bonus Pay Gap

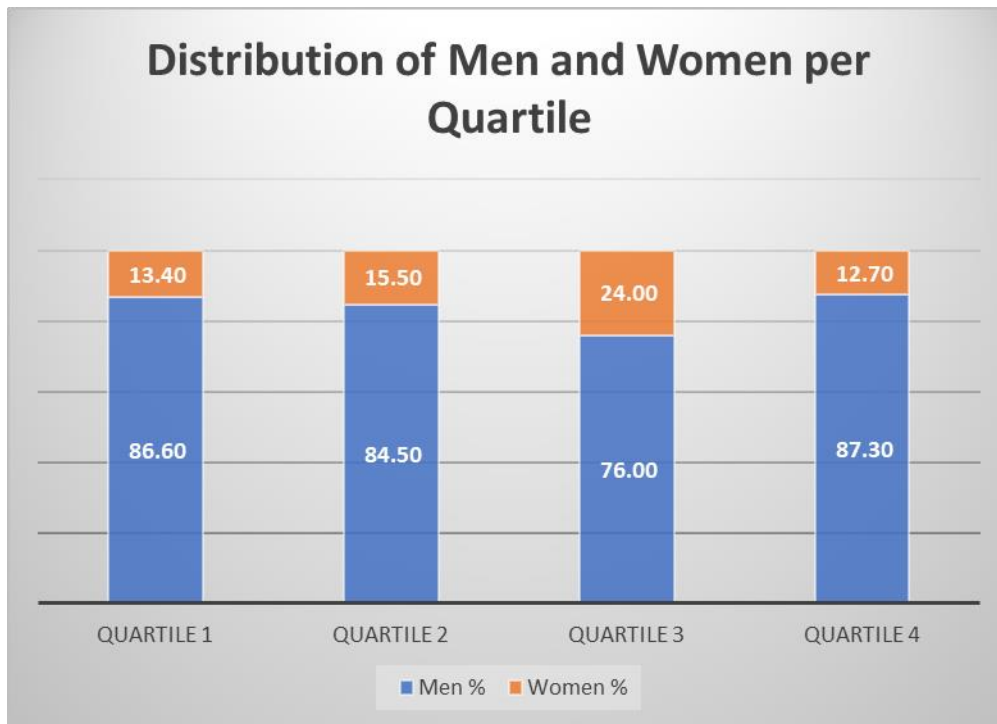
- The mean gender bonus pay gap at Hughes TV and Audio Limited for 2023 is 45.6%
- Male employees, on average, receive 45.6% more in bonus pay than their female counterparts.

2.2 Median Gender Bonus Pay Gap

- The median gender bonus pay gap at Hughes TV and Audio Limited for 2023 is 30.8%
- At the midpoint of the bonus pay distribution, female employees receive 30.8% less than male employees.

3. Distribution of Male and Female Employees

For transparency, we have provided a breakdown of the distribution of male and female employees in different quartiles within our organisation. This helps us understand how gender is distributed across different pay levels.



4. **Causes and Actions**

Understanding the root causes of the gender pay gap is crucial for addressing and reducing it. While this report provides a snapshot of the current situation, we acknowledge that closing the gender pay gap is an ongoing process. At Hughes TV and Audio Limited, we are taking the following actions to reduce the gender pay gap:

4.1 Equal Pay Audits: We conduct regular equal pay audits to identify and rectify any instances of unequal pay for equal work. We ensure that within the same job role, there is no difference in the pay rate available for men and women through a robust and comprehensive pay structure. The only differences will occur due to a difference in competency level for the employee however gender has no bearing on this competency.

4.2 Career Development: We promote career development and training programs to ensure that both male and female employees have equal opportunities to advance within the organisation. We also conduct regular reviews where all employees have the opportunity to discuss progression and development within our business.

4.3 Inclusive Recruitment: We are committed to diverse and inclusive recruitment practices to ensure a balanced gender distribution at all levels of our organisation. Recruitment training forms part of our Toolbox training programme for existing and potential managers.

4.4 Employee Education: We provide training and education on gender equality and unconscious bias to all employees.

5. Conclusion

At Hughes TV and Audio Limited we believe in fostering a fair and inclusive workplace. While our Gender Pay Gap Report for 2023 reveals areas for improvement, we are committed to addressing these disparities and working towards a more equitable future for all employees.

We will continue to monitor and report on our progress in closing the gender pay gap and remain dedicated to our mission of creating a workplace where gender equality is not just a goal but a reality.



Signed:

Date: 30th November 2023

(Nicola Heffer)

Position - Director of HR