

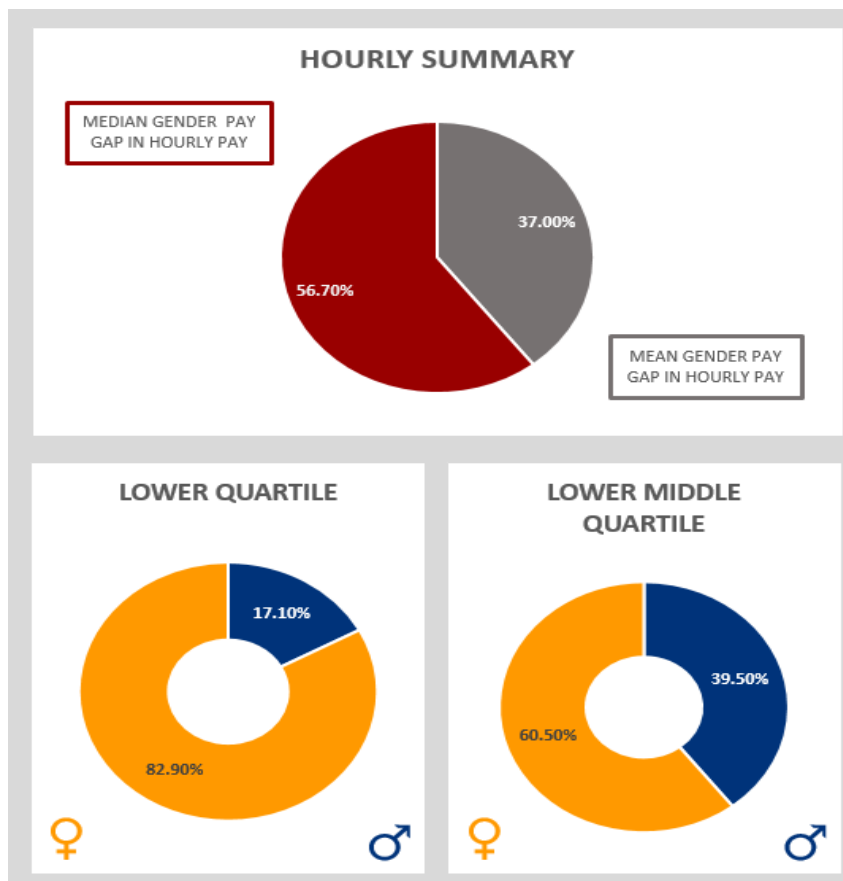
Certsure LLP was born out of a partnership between Electrical Safety First and the Electrical Contractors' Association (ECA) and is dedicated to providing professional services and certification to a wide range of customers across the building services sector. This Gender Pay Gap report is for the snapshot date of 5th April 2017.

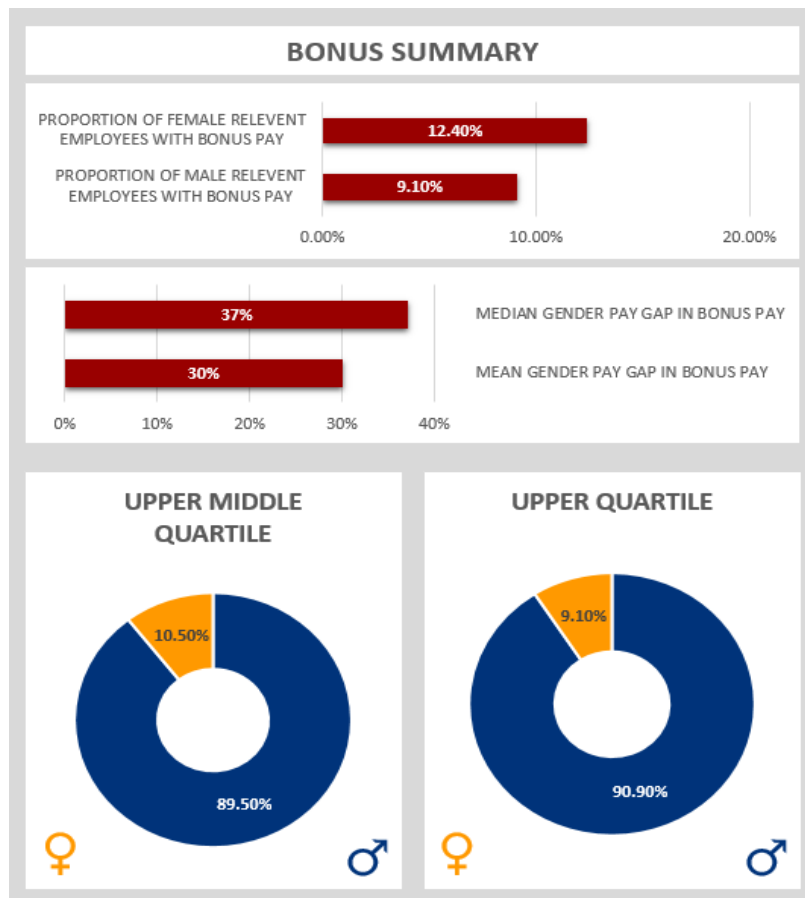
Context of Gender Pay Gap Reporting

The published gender pay data measures the average difference in earnings between men and women in Certsure at all levels in the organisation. It should not be confused with equal pay, which assesses any differences between men and women carrying out the same job, similar job or work of equal value. It is a legal requirement to pay people equally for equal work – something that Certsure regularly reviews. We are confident that women and men are paid equally for doing equivalent jobs and provide our recognised Trade Union with such information on an annual basis. Certsure has a clear policy of paying employees equally for the same or equivalent work regardless of gender or any other characteristic.

We also undertake robust internal and external benchmarking exercises on a regular basis to ensure we are paying the appropriate salary for the breadth of qualifications, experience and knowledge required for all roles.

Certsure's Gender Pay Gap Report





The **mean** gender pay gap is the difference in the average hourly pay for women compared to men. The **median** is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

Understanding the Gap

In common with the sector we serve, we have fewer women than men working in Certsure. We employ approximately 100 engineers across the UK and the demographic of the engineers reflects the fact that this is a male dominated industry.

Another significant group of people are employed in our customer contact centre. Given the nature of the role and the flexibility we are able to offer people in terms of working patterns, the role holders tend to be women.

Our gender pay gap reflects the gender mix of our workforce and the demographic of the engineering industry. It is the result of the roles in which men and women work within the organisation and the salaries and bonuses that these roles attract

Fewer women study and work in engineering disciplines in the UK (source: WISE campaign for gender balance in science technology & engineering, women in STEM workforce 2017, published October 2017). Only 9% of the current UK engineering workforce is female.

Bridging the gap

50% of the Leadership Team in Certsure are women and the female CEO in Certsure continues to focus on the important job of attracting more women into the industry. She has been instrumental in promoting jobs for the girls.

In 2011 Certsure set up its "Jobs for the Girls" campaign to encourage more women into the industry and redress the imbalance. Since the launch, Certsure has been at the forefront of promoting opportunities for women. We have met with politicians, set up a training academy, sponsored female students and were also the first organisation to run a trade advert featuring a female contractor. The campaign has featured on national TV and Radio and we continue to look for opportunities to challenge the notion that the electrical industry is for men only.

We are proactively promoting the roles available to women within both Certsure and the industry as a whole.

We have generous family friendly policies which includes an enhanced maternity policy. We are also committed to flexible working and 14% of the workforce currently work flexibly.

Certsure has been in the Times Top 100 companies to work for list for the last 5 years. Key to this has been the creation of an inclusive culture where performance, not length of service, is rewarded.

I confirm the data reported is accurate.

Emma Clancy



Chief Executive Officer