

# Gender equality statement

EMEC is committed to achieving a working environment which provides equality of opportunity and eliminates unlawful discrimination. We aim and strive to be fully compliant with the Equality Act 2010 and are mindful of our obligations in respect of human rights and treating all staff, regardless of gender, with fairness, respect, dignity and equality at all times. EMEC is driven to identify and challenge gender biases in the workplace and has a commitment to gender equality, which is engrained in its core values.

EMEC remunerates its staff based on a set of pay scales which are applicable to the role that the staff member performs within the organisation. There are no roles within the organisation which are gender specific. Banding criteria for each role is hidden, when scoring, to remove possible unconscious biases.

As of 1 July 2025, EMEC employed 53.66 FTE staff of which 32.36 (60.3%) were female and 21.3% (39.7%) were male. Staff on part time contracts totalled eleven (20.5%) and of these contracts 54.5% were female and 45.5% were male. Additionally, EMEC employed twelve male associates and five female associates for occasional work.

On 1 July 2025, EMEC's mean gender pay gap was 8.7% and the median gender pay gap was 9.8%. This was a decrease in mean gender pay gap but an increase in the median gender pay gap values from the previous year and EMEC is continuing to actively work to reduce these values.

EMEC's commitment to gender equality is reflected from Board level down with 33.3% female representation on the board, 50% female representation at executive level, and 75% female representation at senior management level (1 July 2025).

The following actions and activities underpin EMEC's commitment to gender equality:

- An annual staff survey is carried out which provides all staff with the opportunity to have a voice on EMEC and its culture.
- Data is collected on gender during recruitment of staff and EMEC analyses this data to ensure there is no gender bias in the process, in addition to complete redaction of any personal details at shortlisting stage. Additionally, EMEC has undertaken an audit on recruitment and the gender pay gap, which provided further information on EMEC's position in relation to gender equality and identified where improvements could be made.
- A Diversity, Equality and Inclusion group is in place, which seeks to promote gender equality as part of a broader remit. All staff are invited to participate in this group to promote gender equality and share information and experiences surrounding the topic.