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 2026, EMEC employed 52.83 FTE staff of which 33.83 (64%) were female and 19 (36%) were male. Staff on part time contracts totalled 10 (19%) and of these contracts 70% were female and 30% were male. Additionally, EMEC employed 8 male associates and 3 female associates for occasional work.

On 1 July 2026, EMEC's mean gender pay gap was 11% and the median gender pay gap was 10.5%. This was an increase in both the mean gender pay gap and median gender pay gap values from the previous year and EMEC is continuing to actively work to reduce these values with meaningful action plans and activities.

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 2026).

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.
- EMEC's career development framework supports equal opportunities related to career progression across the company, with clear, objective milestones linked to salary increases. This reduces potential bias relating to salary increases, and the framework details the fair and considered approach to staff progression.
- A Diversity, Equality and Inclusion (DEI) 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.

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