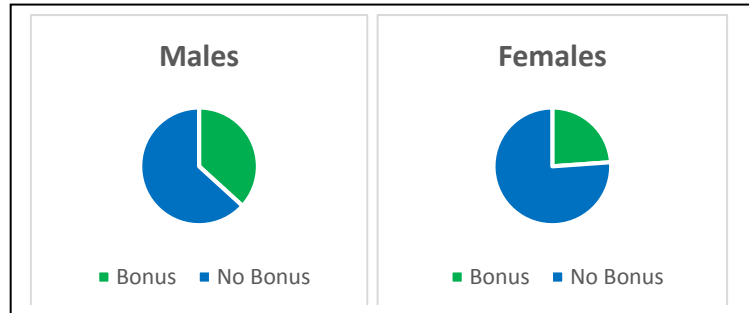


## Matrix Control Solutions Limited – Gender Pay Gap Report 2017

At Matrix Control Solutions Limited we believe in creating a workplace that offers opportunities for both men and women alike. This is not always easy as we operate in the Engineering sector which predominantly attracts males, however, we believe that a truly diverse workplace is the way forward, and something that we need to continue to address and improve.

### Gender Pay & Bonus Gap

	MEAN (average)	MEDIAN (middle)
Gender Pay Gap	43.26%	47.04%
Gender Bonus Gap	87.57%	27.56%

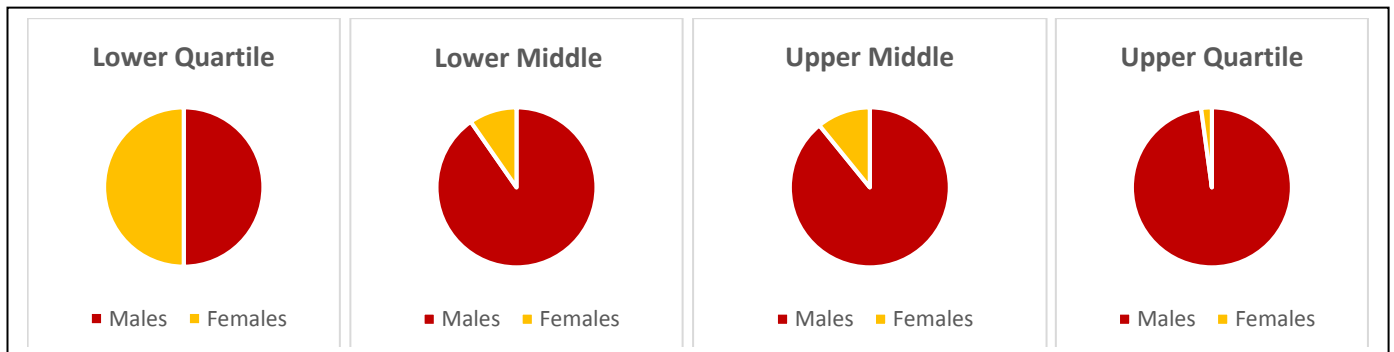


While the gap percentages are higher than average, the workforce in Matrix Control Solutions Limited at the time the data was taken comprised 18% females and 82%, with males tending to fill specialist and skilled engineering roles and females completing key Administrator/Coordinator roles. Female representation has risen by 1% over the past year.

The bonus figures are heavily distorted by the Company’s Long Term Incentive Plan (LTIP) which was a one-off, 3 year retention plan awarded to key senior management, following the acquisition by E.ON, which has now ended.

### Pay Quartiles

Each quartile contains 92 employees.



While there is an even split between the average earnings of our lower paid employees in the bottom quartile, there is work to be done to have a higher representation of females in the higher-paid roles.

With effect from the 3<sup>rd</sup> April 2018 Matrix Control Solutions Limited will be moving under the E.ON brand and will be known as E.ON Control Solutions Limited.



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**David Lewis**  
**Managing Director**