



GENDER PAY GAP REPORT 2018

WOMEN'S MEAN HOURLY PAY RATE IS 13.7% HIGHER THAN MEN'S
AND WOMEN'S MEDIAN HOURLY PAY RATE IS EQUAL TO MEN'S

For all employers with 250 or more employees, it is now a legal requirement to calculate and publish their gender pay and gender bonus gaps as they are on the 5th April each year. The gender pay gap is the measure of the difference between the average pay for all women in the organisation compared to all men. It is a snapshot based on employees as at 5th April 2018 and is calculated using specific and detailed rules as set out in the legislation. It is important to note that the gender pay gap does not show differences in the rate of pay for comparable jobs. The calculations are an average for all women and men employees, regardless of the job role.

We are committed to ensuring everyone has an equal opportunity to develop their career at all levels. Our pay and reward structure ensures our people are paid the same regardless of their gender and we are confident that we are rewarding everyone equally for performance and experience.

TOP QUARTILE 69.9% men 30.1% women

UPPER MIDDLE QUARTILE 57.8% men 42.2% women

LOWER MIDDLE QUARTILE 67.5% men 32.5% women

LOWER QUARTILE 66.3% men 33.7% women

We are confident our pay structure is rewarding everyone equally for performance and experience.

WOMEN'S MEAN BONUS PAY IS 49.0% HIGHER THAN MEN'S

MEN AND WOMEN'S MEDIAN BONUS PAY IS EQUAL

Our bonus scheme rewards performance based on individual and company overall performance and the high representation of women within the qualifying roles for participation in the bonus scheme, results in them earning more bonus than men.

3.8% OF MEN RECEIVED BONUS AND
5.1% OF WOMEN RECEIVED BONUS