

4th October 2017

## Gender pay gap report

This is the report for the snapshot date of 5th April 2017.

- The mean gender pay gap is -45.9%.
- The median gender pay gap is -36.1%.
- The mean gender bonus gap is -103%.
- The median gender bonus gap is 0%.
- The proportion of male employees receiving a bonus is 73.5% and the proportion of female employees receiving a bonus is 58%.

## Pay quartiles by gender

Quartile	Males	Females	Description – Hourly rates
1	96%	4%	£7.24 - £10.97
2	98%	2%	£10.98 - £12.14
3	97%	3%	£12.15 - £14.49
4	89%	11%	£14.55 - £126.79

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

From this report it is evident that the female employees in the company are paid equal to or more than the men for pay and bonus.

## What are the underlying causes of the gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are an equal opportunity employer. Our policies prohibit unlawful discrimination. All employment related matters (e.g. hiring, promotion) are based on an individual's performance and job qualifications.

The company is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

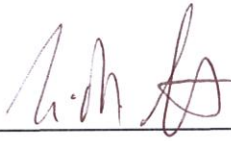
The company employs more men than women. The majority of the work is practical, manual and outdoors. This work tends to attract more men than women.

## Steps taken to promote gender diversity

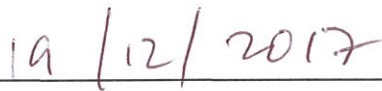
We regularly support initiatives that attract diverse candidates. None of these initiatives will, of itself, remove the gender pay gap and it may be several years before some have any impact at all. In the meantime, the company is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

4th October 2017

I, Graham Stubbs, Vice President, Global Operations, confirm that the information in this statement is accurate.

  
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Signed

  
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Date