

Gender Pay Gap Reporting

The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men per hour. Gender pay differs from "equal pay" which looks at pay differences between people carrying out the same or comparable work.

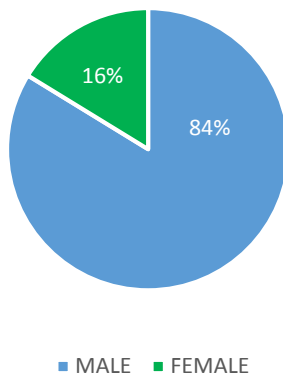
This is the second year that Hargreaves Services plc and its subsidiaries ("the Group", "Hargreaves") has published its gender pay gap. The Group employ approximately 2,000 employees albeit our employees are spread over different countries and trading entities.

We have three companies in the UK with employees of over 250, being Hargreaves (UK) Services Limited, Hargreaves Land Limited (formally Hargreaves Surface Mining Limited) and Hargreaves Industrial Services Limited.

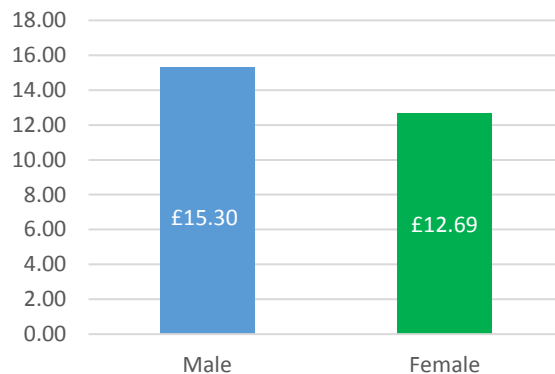
All of these figures have been calculated according to the gender pay gap reporting regulations. Hourly rates include basic pay, allowances and shift premium pay, but not overtime.

Hargreaves (UK) Services Limited Gender Pay Reporting (results published as at 5th April 2018)

Hargreaves UK Services Ltd



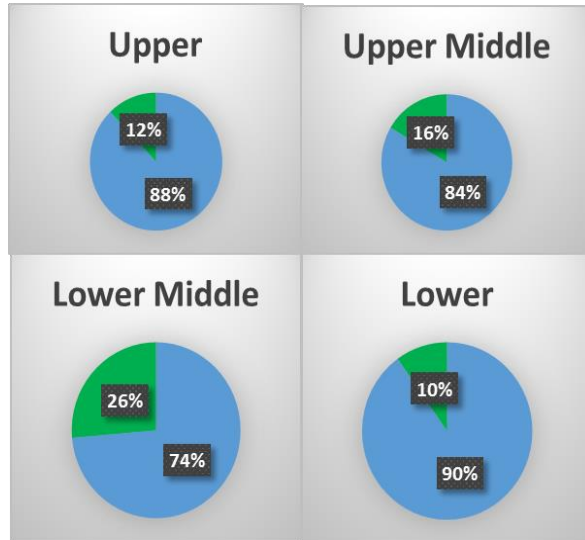
Difference in Mean Hourly Rate



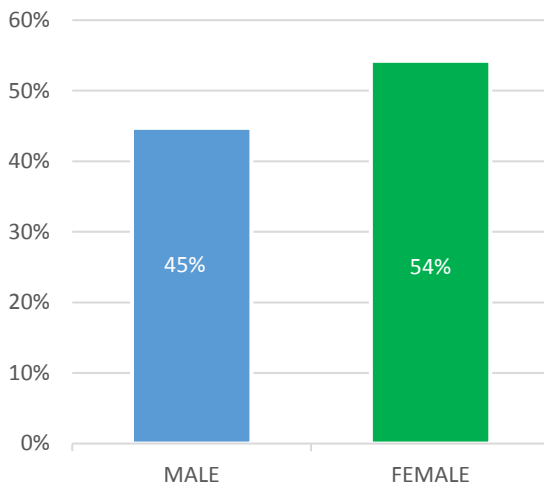
The Hargreaves (UK) Services Limited gender pay gap, 5th April 2018 was 17%, down from 32% in 2017.

This is the difference in mean (average) hourly rate between men and women. Within Hargreaves (UK) Services Limited there are three main areas: Logistics, Production and Distribution and Plant Operations. The majority of roles within these three sectors are direct workers i.e. labourers, drivers, machine operators, shift work with irregular working patterns. The median gender pay gap was 7.3%.

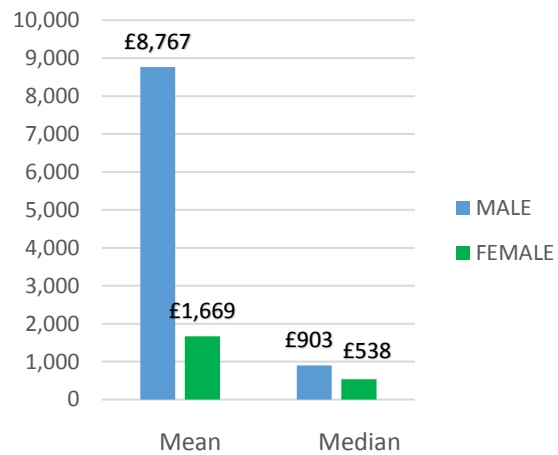
Difference in Median Hourly Rate



Bonus Pay



Bonus Pay

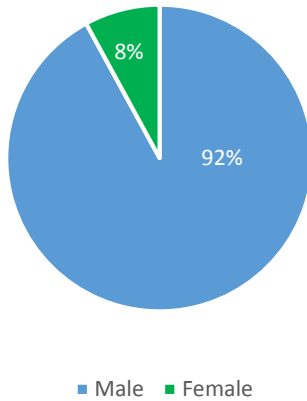


Quartile pay band distribution is calculated by categorising the male to female ratio in each pay band. Women are represented in every category and most represented in the lower middle quartile. Whilst the bonuses are higher for males (due to their representation in the upper and upper middle quartiles) a higher percentage of women receive bonuses than men.

This business had the highest gender pay gap last year at 32% and is now reduced to 17%. The Group is committed to monitoring and reviewing facilities and sites to ensure accessibility for all.

Hargreaves Land Limited Gender Pay Reporting (results published as at 5th April 2018)

Hargreaves Land Ltd



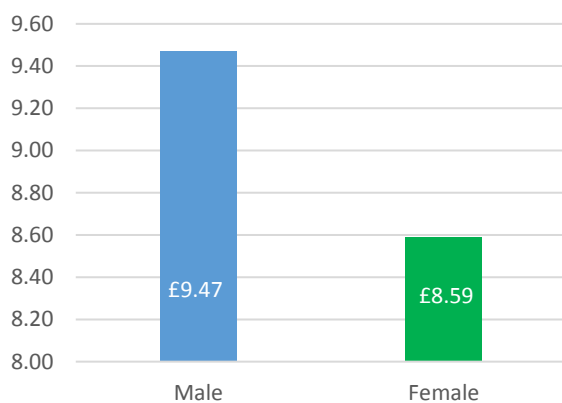
Difference in Mean hourly Rate



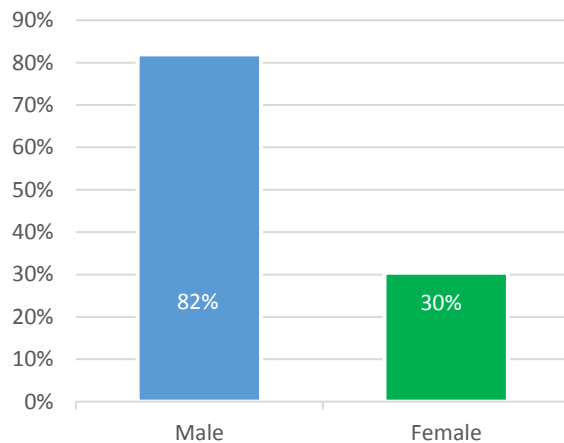
The Hargreaves Land Limited gender pay gap, 5th April 2018 was 12.1%, down from 14.3% in 2017.

Hargreaves Land Limited can be separated into mining and quarrying, and our property operations. The majority of roles are labour intensive on site and the business is supported by regional offices. The median gender pay gap was 9.3%.

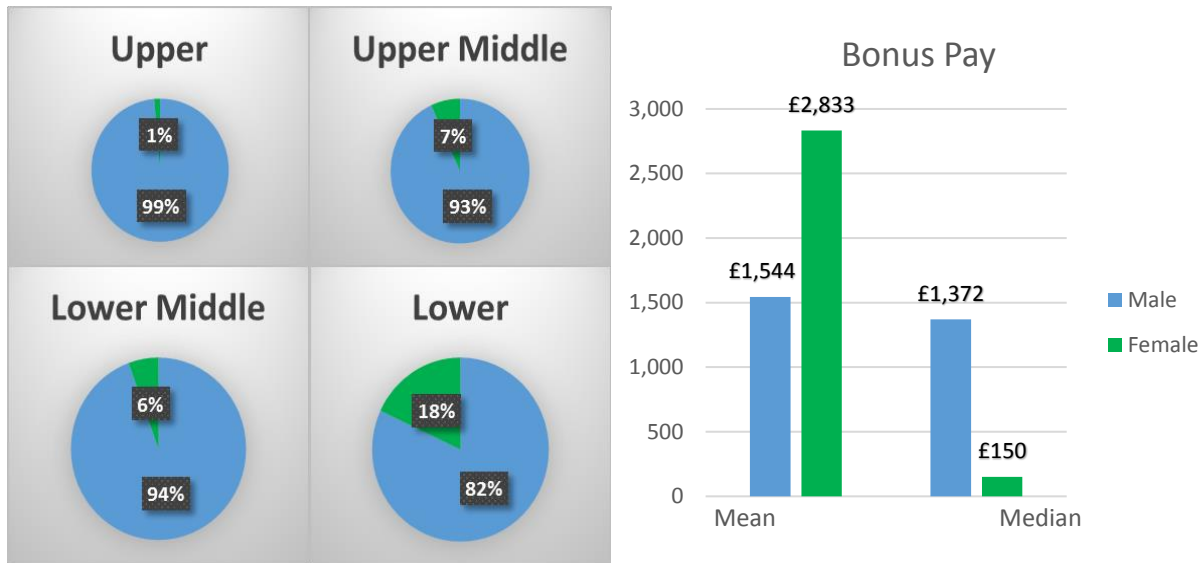
Difference in Median Hourly Rate



Bonus Pay



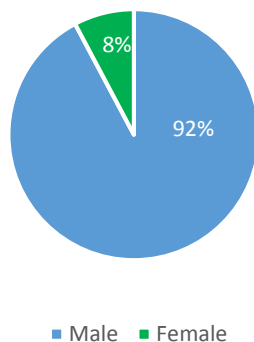
Whilst the male to female ratio within this business means more males receive bonuses, the bonus value is higher for females than males.



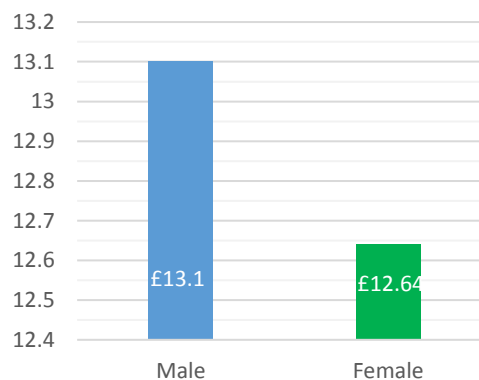
Quartile pay band distribution shows that females are represented in all quartiles albeit demonstrating that there is a lower proportion of women in more senior roles within this business.

Hargreaves Industrial Services Limited Gender Pay Reporting (results published as at 5th April 2018)

Hargreaves Industrial Services Ltd

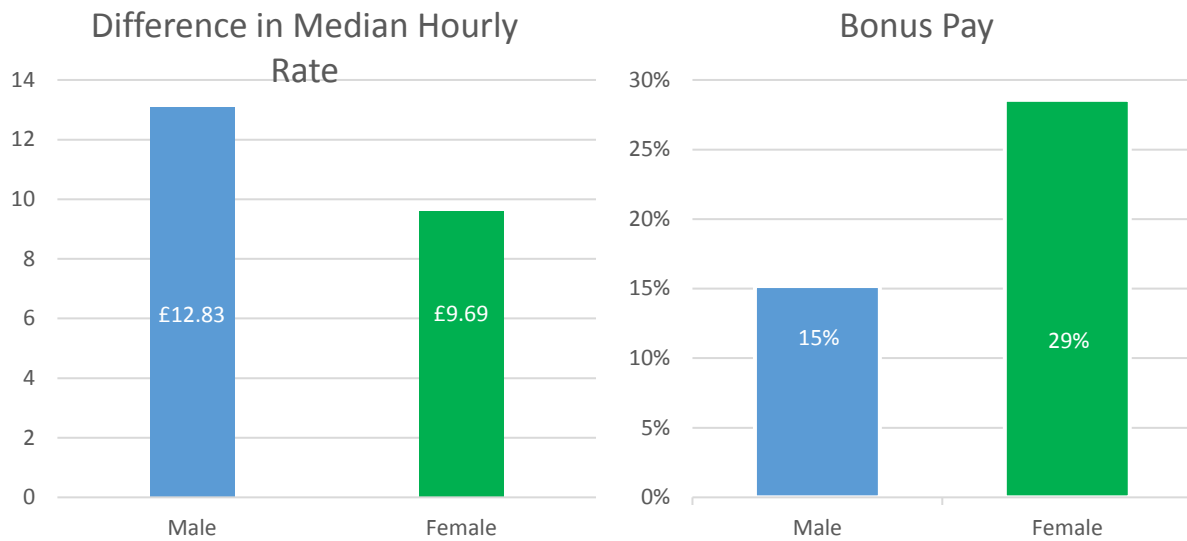


Difference in Mean hourly Rate

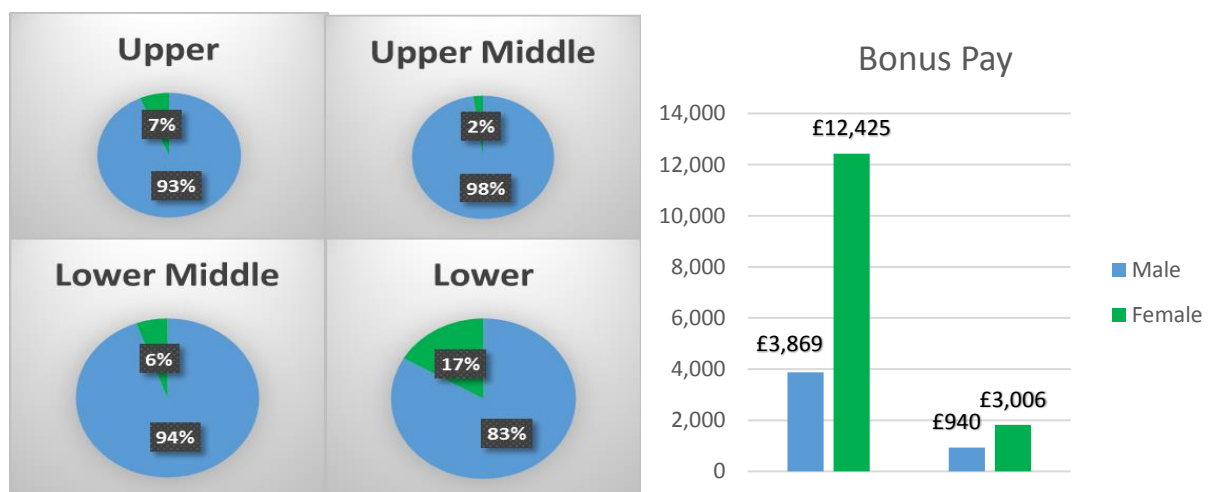


The Hargreaves Industrial Services Limited gender pay gap, 5th April 2018 was 3.5%, slightly up from 2.2% in 2017.

Hargreaves Industrial Services Limited provides a range of industrial site services to the power generation, steel and other industrial sectors. The services engaged in are varied and include material handling and operations and maintenance. The company is predominantly male due to the transient nature of the works however, the business has a large regional head office that has a number of females in senior roles hence the low gender pay gap. The median gender pay gap was 24.5%.



Within this business we can see that although the male to female ratio is higher, a higher percentage of females receive bonuses. This is due to the upper quartile being eligible for bonuses and having women in senior management roles within this business.



Summary

The causes of gender pay gap are varied and overlapping. The sectors Hargreaves operates in lead to more males applying for positions than females. However, this second year of data does demonstrate that there are no barriers for women to progress to senior roles with eligibility to receive additional allowances i.e. bonuses. We hope that by publishing this information year on year, more women will be interested in a future with Hargreaves.

Transparency about our gender pay gap is important to us and we are committed to tackle the root cause behind the gap.

This statement on gender pay gap is accurate as of 5th April 2018

Gayle Mulvaney
Group Treasurer