

# 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.

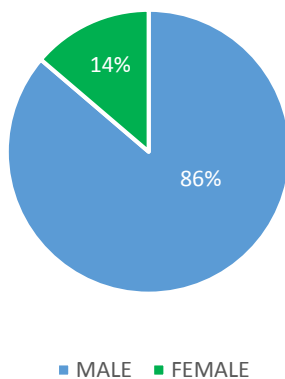
This is the third year that Hargreaves Services plc and its subsidiaries ("the Group", "Hargreaves") has published its gender pay gap. The Group employ approximately 2,000 employees albeit our employees are spread over different countries and trading entities.

We have two companies in the UK with employees of over 250, being Hargreaves (UK) Services 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 2019)

Hargreaves UK Services Ltd



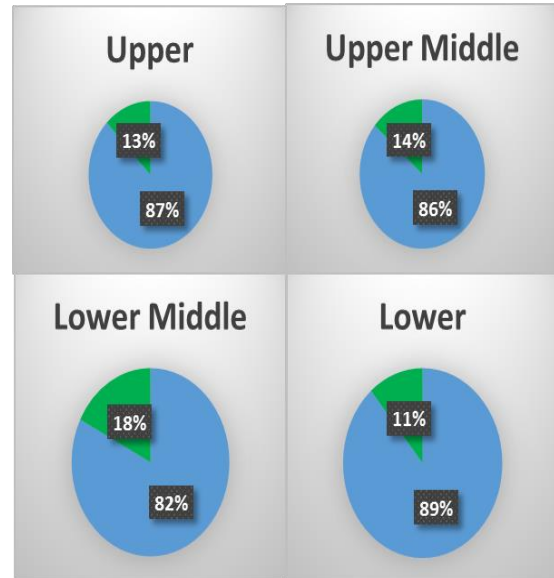
Difference in Mean Hourly Rate



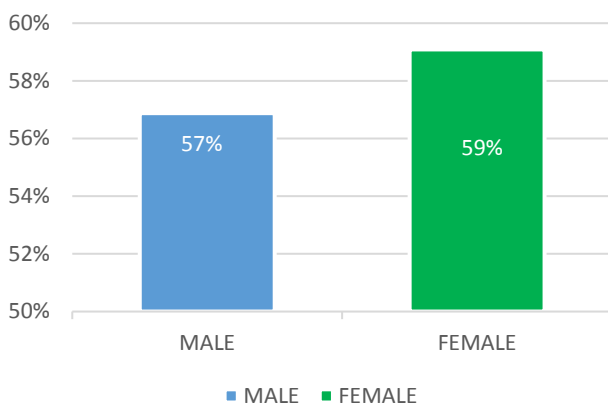
**The Hargreaves (UK) Services Limited gender pay gap, 5th April 2019 was 16.8%, which is a slight reduction from 17% in 2018.**

The above chart shows the difference in mean (average) hourly rate between men and women. Within Hargreaves (UK) Services Limited there are two main areas, logistics and production. The majority of roles within these sectors are direct workers i.e. labourers, drivers, machine operators, shift work with irregular working patterns. The median gender pay gap was 1.8% compared to 7.3% last year.

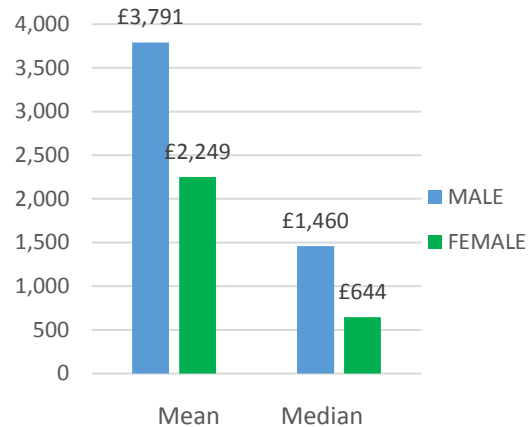
Difference in Median Hourly Rate



Bonus Pay



Bonus Pay



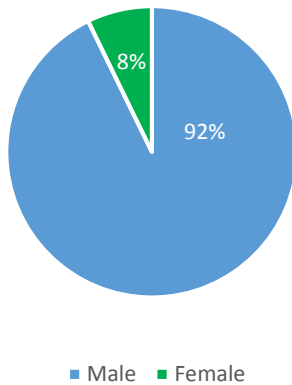
Quartile pay band distribution is calculated by categorising the male to female ratio in each pay band. Women are represented in every category and most represented in the lower middle quartile. Whilst the bonuses are higher for males (due to their representation in the upper and upper middle quartiles)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

This is the same trend as last year albeit the percentage of people receiving bonuses and the value of bonuses paid has aligned more closely between male and female. Last year, 45% of males received a bonus and 54% of females, this year this has increased in both categories to 57% and 59% respectively.

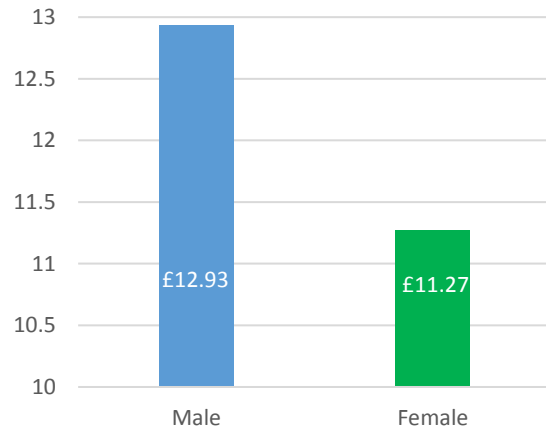
The variance in bonus values last year between male and female was higher with males at £8,767 and females at £1,669. This year the gap has reduced to £3,791 and £2,249 respectively.

## Hargreaves Industrial Services Limited Gender Pay Reporting (results published as at 5th April 2019)

Hargreaves Industrial Services Ltd



Difference in Mean hourly Rate

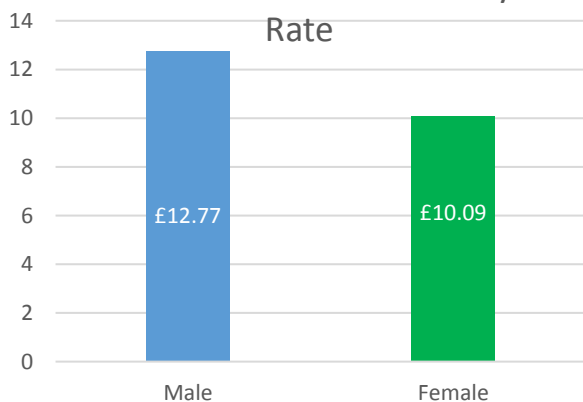


**The Hargreaves Industrial Services Limited gender pay gap, 5th April 2019 was 14.7%, compared to 3.5% in 2018.**

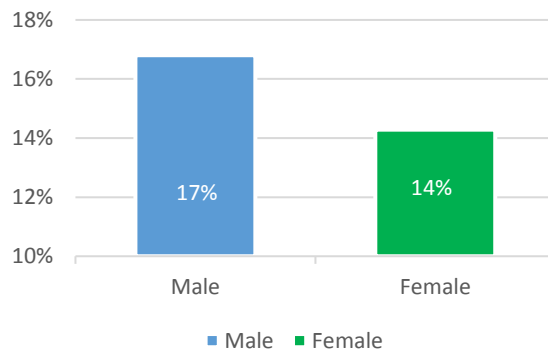
This large change year on year is due to a senior female employee leaving the business during the course of the year.

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. The median gender pay gap was 26.6%, a slight increase on last year's 24.5%.

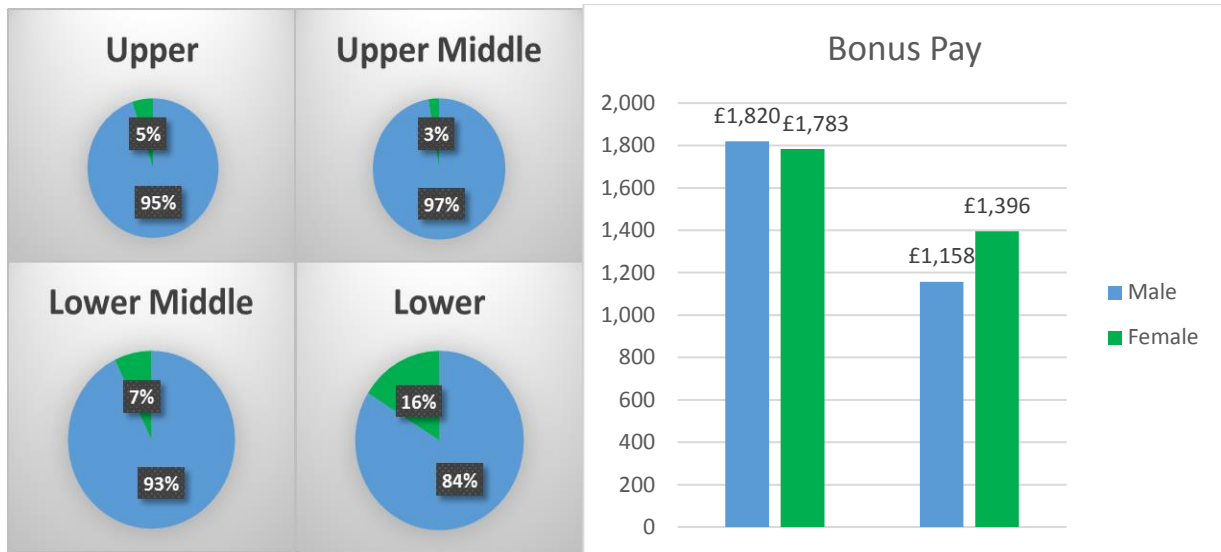
Difference in Median Hourly Rate



Bonus Pay



Women are represented in each category with the largest proportion being in the lower quartile. The split on bonuses show that the bonuses paid out to male and females are broadly similar.



### 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 third year of data does demonstrate that there are no barriers for women to progress to senior roles with eligibility to receive additional remuneration 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 causes behind the gap.

This statement on gender pay gap is accurate as of 5<sup>th</sup> April 2019.

Gayle Mulvaney  
Group Treasurer