



Gender Pay Gap Statement – March 2019

INTRODUCTION

Mandatory Gender Pay Gap Reporting applies to all private and voluntary sector employers in England, Wales and Scotland with at least 250 employees as of the 5 April 2018 snapshot date. Those organisations are required to publicly report their gender pay gap metrics, with the aim of eliminating the gender pay gap.

At Haulfryn Group Ltd (HGL) we believe in promoting equality and diversity amongst our workforce. As such, we welcome the opportunity to publish the information required.

GENDER PAY DATA

The information we are required to publish is as follows:

Mean gender pay gap	Difference between average hourly earnings of males and females	11.1%
Median gender pay gap	Difference between median hourly earnings	0%
Gender bonus gap	Proportion of male and female employees receiving bonus within the 12 month period	Males – 18.9% Females – 16.4%
Mean bonus pay gap	Difference between mean bonus earnings	53.2%
Median bonus pay gap	Difference between median bonus earnings	87.6%

The below data shows the male to female split of our workforce in each pay quartile. It was established by ranking our whole workforce in order of hourly pay rates from lowest to highest and then dividing them into four equally sized pay quartile groups, following which the proportions of men and women in each of the quartiles were calculated.

Quartile Distribution	Male	Female
1 st Quartile	58.6%	41.4%
2 nd Quartile	51.4%	48.6%
3 rd Quartile	51.4%	48.6%
4 th Quartile	51.4%	48.6%

*All statistics were compiled using the standard methodologies set out in the Regulations based on a “snapshot date” of 5 April 2018, with reference to the ACAS guidelines where appropriate.

COMMENTARY

As outlined above our mean gender pay gap as of 5 April 2018 payroll was 11.1%. This has increased year on year by 1.4%; which has been predominantly driven by restructures and maternity, reducing the female headcount in senior roles. The underlying reason behind Haulfryn’s gender pay gap overall, continues to be due to the higher representation of men in more senior roles in the business. This is evident from the fact that the median pay gap has dropped from 2.5% to 0%, removing the skew.



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In terms of gender split across the quartiles, we have remained fairly static in regards to quartile 1; with a 0.4% uplift for females. However, quartiles 2, 3 and 4 reflect an almost equal balance between the genders, with a 51.4% / 48.6% split between male and female. This reflects the fact that we have more females coming through in junior management roles and the fact that the last 2 quartiles of our employee base receive National Living Wage.

We have a similar proportion of males and females receiving a bonus, however, both the mean (53.2%) and median (87.6%) bonus gaps favour males, with the gap increasing significantly on the previous year. The overall, gap remains in part due to the higher representation of men in more senior roles, but also the higher representation of men in commission earning roles, resulting in higher bonus earning potential. The main reasons for the significant increase in the gap this year is that bonuses were paid out to a much smaller employee base than in the previous year; group senior employees, which include a number of higher earning females, received a significantly reduced bonus in comparison to the previous year; and restructures resulted in a small reduction in the number of females in commission earning roles.

We are confident that all our HR processes and practices ensure that our people are not paid differently due to gender. However, there is further work to do on reducing the gap through better representation of women in more senior roles and commission driven roles.

Whilst there is not necessarily an immediate solution to the two main issues driving our gender pay gap, we have started a cultural journey to redress the balance:

- We have increased the female number on the board;
- We have identified a pipeline of talent within the business through our succession planning process; including encouraging more women to consider applying for management roles;
- We have implemented a Leadership Development programme to support that talent in their aspirations to move into more senior roles; the current cohort has a 60% / 40% female / male split.

Future areas for consideration also include learning programmes which assist our future managers in improving their impactfulness, which can be especially beneficial to women; and understanding the feasibility of role flexibility, especially in areas such as sales.

I can confirm the above data is accurate.

*Bobby McGhee
Chief Executive Officer*