



Gender Pay Gap Statement – March 2018

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 2017 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 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	9.7%
Median gender pay gap	Difference between median hourly earnings	2.5%
Gender bonus gap	Proportion of male and female employees receiving bonus within the 12 month period	Males – 67.4% Females – 69.5%
Mean bonus pay gap	Difference between mean bonus earnings	19.5%
Median bonus pay gap	Difference between median bonus earnings	26.5%

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	59%	41%
2 nd Quartile	57.1%	42.9%
3 rd Quartile	53.3%	46.7%
4 th Quartile	51.9%	48.1%

*All statistics were compiled using the standard methodologies set out in the Regulations based on a “snapshot date” of 5 April 2017, with reference to the ACAS guidelines where appropriate.

COMMENTARY

As outlined above our mean gender pay gap as of 5 April 2017 payroll was 9.7%, with our median gender pay gap at 2.5%, both of which currently favour males.

These are both well below the national mean (17.4%) and median (18.4%) as reported by the Office of National Statistics 2017.



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The underlying reason behind Haulfryn's gender pay gap is predominantly 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 is so much lower, as it removes much of that skew.

It is also evident when reviewing the quartile distribution, as the male to female proportion tends to balance out in the more junior roles in the business.

We have a similar proportion of males and females receiving a bonus, however, both the mean (19.5%) and median (26.5%) bonus gaps favour males. This is 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.

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.

To help improve our gender pay gap, we will:

- Continue to identify a pipeline of talent within the business through our succession planning process;
- Identify what might prevent team members, regardless of gender, from wanting to move into more senior roles and what we can do to remove any barriers;
- Continue to provide access to training and development opportunities to encourage and promote progression into more senior roles;
- Implement measures to increase diversity through our recruitment practices.

I can confirm the above data is accurate.

*Bobby McGhee
Chief Executive Officer*