Gender Pay Gap Report 2018

We are committed to fostering an inclusive environment and promoting equal opportunities for all.

Under UK legislations that came into force in April 2017, businesses with more than 250 employees are required to publish data about their gender pay gap in April each year and this report reflects the calculations required under this legislation.

What is the Gender Pay Gap?

The gender pay gap relates to differences in average male and female pay within an organisation and does not compare the pay received by men and women for doing the same or equivalent work (known as equal pay).

A positive percentage figure represents female employees having lower pay or bonuses than male employees. A negative percentage figure represents female employees having higher pay or bonuses than male employees.

The mean pay gap is commonly known as the average, the mean gender pay gap is the difference in the average hourly pay for female employees within a company to that of male employees.
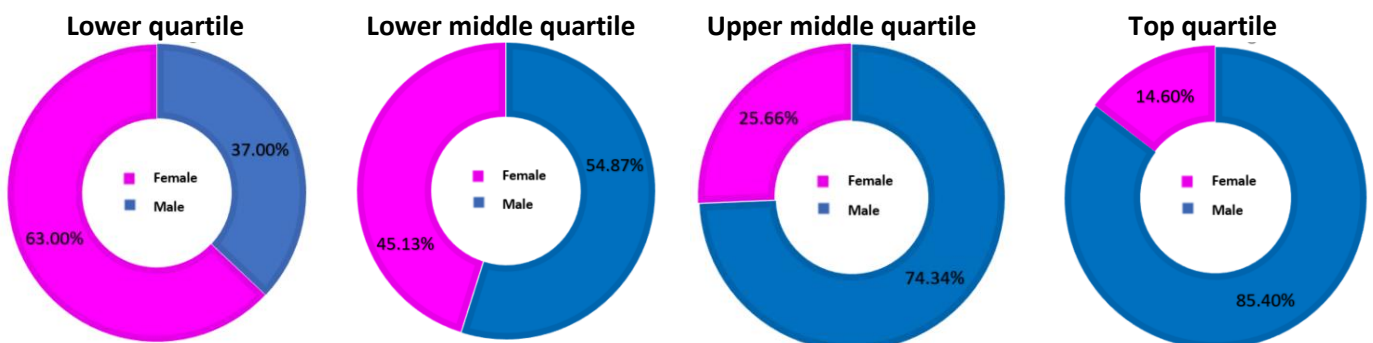
The median pay gap represents the middle point of a population, for the purposes of the gender pay gap, imagine all the female employees standing in a line in order of their hourly rate and a separate line of men, also standing in order of their hourly rate, the median would be the middle person in each line. The median pay gap is therefore the difference between the hourly rate for the middle woman compared to the middle man.

John Guest Limited includes a broad spectrum of employees, from our senior management team, Finance, IT, Customer Services, Sales, HR, etc, skilled engineers to assembly operators and general factory operatives.

OUR GENDER PAY GAP

Median pay gap	Mean pay gap
30.36 %	**28.59 %**

Pay quartile across employees

Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile

Lower quartile — Female 63.00%, Male 37.00%
Lower middle quartile — Female 45.13%, Male 54.87%
Upper middle quartile — Female 25.66%, Male 74.34%
Top quartile — Female 14.60%, Male 85.40%

What does our data tell us?

The analysis of our data tells us that our gender pay gap @ 5th April 2018 arises as a result of two key factors:

- The large number of technical/engineering biased roles which traditionally struggle to attract women. Our current workforce is made up of 37% women and 63% men. Women tend to be in the lower paying manufacturing roles, such as machine operator assembler which are unskilled roles. Within these roles 89% are female and 11% are male. If we were to just report on this sector of the business our mean gender pay gap would be 3.5% and our median gender pay gap 5.48%. This shows there is little difference between women and men in this sector.

- The marginal increase in the median pay gap reported in 2016/17 is likely to be due to the increase in headcount within the lower paid manufacturing roles, which are predominantly female.

- There are also some slight differences in the figures in each pay quartile between this year's figures and those reported in 2016/17. The most significant being a 3.7% increase in females in the top quartile. However, a similar gender split can be seen across the lower middle and upper middle quartiles.

Median Bonus Gender Pay Gap	% Receiving a Bonus Payment	Mean Bonus Gender Pay Gap
-2,005.36%	97.7 % 96.2 %	-285.21%

Our Gender Bonus Pay Gap is attributable to the high percentage of women employed in packing and assembly roles, these are the only roles that receive a variable hourly bonus. In December 2017 the company issued a discretionary Christmas bonus to all employees, with the exception of those who joined the company on or after 1st October 2017. This is reflected in the high percentage of employees shown as receiving a bonus payment.

The Future

We remain committed to attracting and retaining the very best talent to the business and ensuring gender is never a factor in decisions. We appreciate that traditionally technical and engineering roles do not attract women, however, we are attempting to raise the profile of these roles through attending school, college and apprentice recruitment fairs.

Declaration:

I confirm that the information set out in this report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.

Edwin de Wolf
CEO - EMEA