

GRAHAM & BROWN

Gender Pay Gap 2018

Mean Gender Pay Gap: 19.54%

Median Gender Pay Gap: 5.0%

Mean Bonus Gap: 41.38%

Median Bonus Gap: 40.63%

Proportion of Males receiving a bonus: 0.18%

Proportion of Females receiving a bonus: 3.85%

Population by Quartiles:

| | Male % | Female % |
|--------------|--------|----------|
| Upper | 68.3 | 31.7 |
| Upper Middle | 56.6 | 43.4 |
| Lower Middle | 75.6 | 24.4 |
| Lower | 26.5 | 73.5 |

- Graham & Brown operates a robust pay and grading system that ensures equal pay for equal work.
- The inclusion of shift allowance affects the lower two quartiles in particular as the majority of the team in production and distribution are men working shifts and the majority in commercial and business functions are women working days.
- The pay gap is also driven by under-representation at senior levels which takes time to change, particularly as we have a low turnover of colleagues.
- We have an inclusive culture and policies to support, such as equal opportunities, recruitment, flexible working and child care vouchers.

Confirmation

I confirm this information is accurate.



Andrew Graham

CEO