

2018 GENDER PAY GAP REPORT



GENDER PAY GAP REPORTING - 2018

Spicerhaart believe that there are job opportunities for everyone regardless of gender.

Spicerhaart aim to recruit and maintain a gender balanced workforce, to accurately reflect the customers and communities we serve to ensure that our employees can be themselves in the workplace and be in an expert in their geographical area .

Spicerhaart are committed to supporting women in the workplace and addressing gender representation.

The Gender pay gap and how it is calculated

The median gender pay gap compares the pay of females in the middle of the pay scale (lowest to highest) and the pay of the males in the middle of the pay scale.

The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in a company. This is different from equal pay which looks at pay differences in men and women carrying out the same role.

Our mean (average) gender pay gap was **29.5%**.

Our median (middle) gender pay gap was **23.2%**.

We have included all Spicerhaart Group Companies in these figures whilst a number of companies in our sector choose to separate out their Surveying businesses.

Excluding Surveying, the Spicerhaart mean (average) gender pay gap was **24.0%** and our median **18.2%**.

Mean Bonus Gap

This is the difference between the mean bonus paid to male employees and of that paid to female employees. Spicerhaart's mean bonus gap was **40.3%**.

Median Bonus Pay Gap

This is the difference between the median bonus paid to male employees and that paid to female employees. Spicerhaart's median bonus gap was **60.2%**.

Proportion of Employees receiving a bonus (including commission)

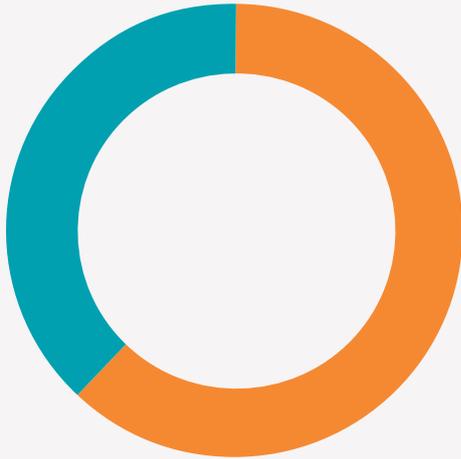
Male 90.2% Female 86.6%

Men and women carrying out the same roles are all placed on the same commission and bonus scheme ensuring earning potential is consistent.

QUARTILE PAY BANDS

The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



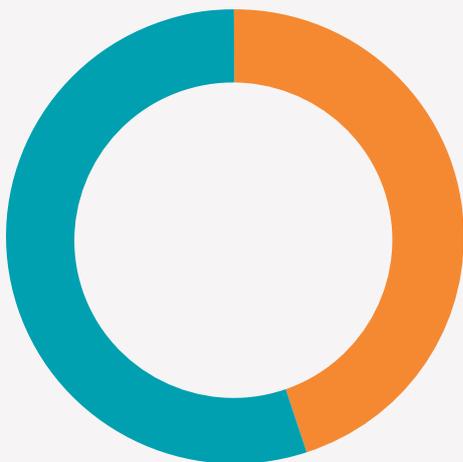
Male 38.3% Female 61.7%

Lower Middle Quartile



Male 42.7% Female 57.3%

Upper Middle Quartile



Male 55.0% Female 45.0%

Upper Quartile



Male 71.6% Female 28.4%