

At GDHA, we are committed to equal opportunities and want to ensure everyone is rewarded fairly.

The gender pay gap measures the difference between men and women’s average earnings and is expressed as a percentage of men’s pay. It is a broad measure that identifies the differences between male and female colleagues across the entire workforce regardless of job role.

## Pay and Bonus Gap

The table below shows our overall mean and median gender pay gap, based on hourly rates of pay as at April 2018. It also captures the mean and median differences between bonuses paid to men and women at GDHA in the year prior to April 2018.

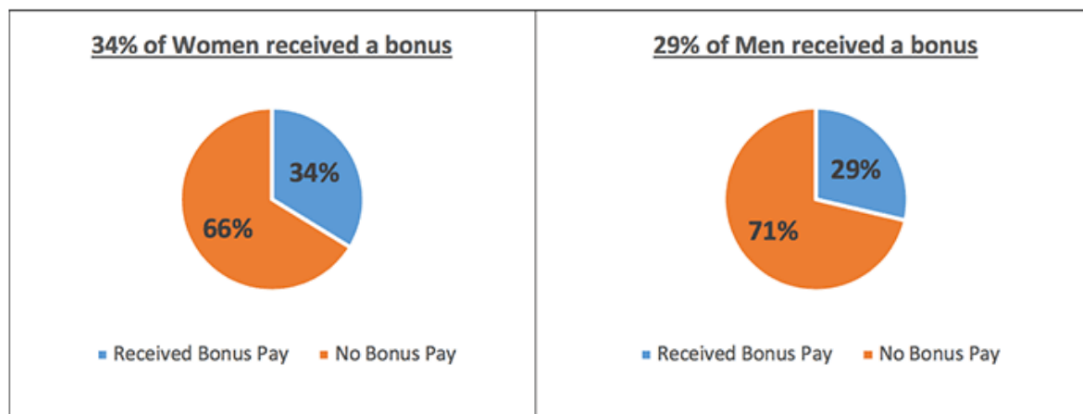
	Mean	Median
Pay	10.5%	15.8%
Bonus	-7.6%	-335.2%

Our median gender pay gap is 2.1% less than the UK average of 17.9% reported by the Office of National Statistics.

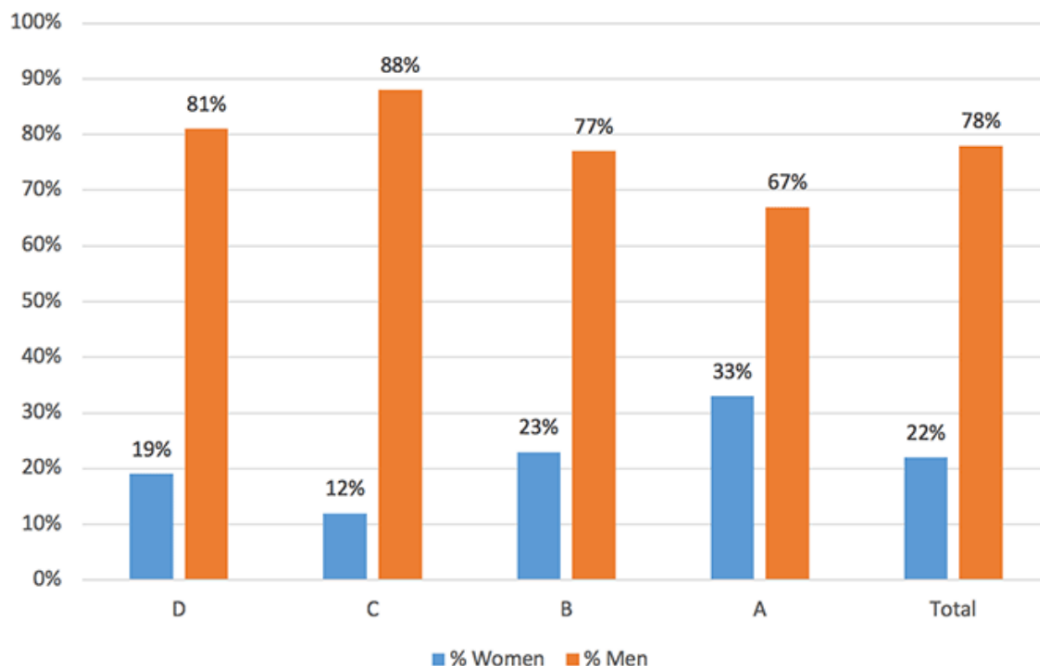
This information also shows that there is no pay gap with regards to performance bonus and incentive payments.

## Proportion of colleagues awarded a bonus for 2018

The charts below show the proportion of Women and the proportion of Men who received bonus payments in the organisation for the year prior to April 2018.



Pay Quartiles



This illustrates the gender distribution at GDHA across four equally sized quartiles, Quartile D being the highest paid and Quartile A being the lowest.

We are confident that men and women are paid equally for doing equivalent jobs across our business. The gender pay gap identified is a reflection of the fact that there are currently more male colleagues than female colleagues in Engineering and Senior Leadership roles. Since the last report, we have also introduced a new divisional structure which has introduced additional Senior Leadership roles and as a result our pay gap has widened compared to last year.

While our gender pay gap of 15.8% is below the UK average we recognise there is more to do to close the gap, which we are committed to achieve.

I confirm the data reported is accurate.

Mark Davison  
Managing Director

1st April 2019