



Gender Pay Gap Statement – March 2020

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 2019 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 Group Ltd (HGL) 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	14.3%
Median gender pay gap	Difference between median hourly earnings	0%
Gender bonus gap	Proportion of male and female employees receiving bonus within the 12 month period	Males – 19.5%
		Females – 24.2%
Mean bonus pay gap	Difference between mean bonus earnings	47.4%
Median bonus pay gap	Difference between median bonus earnings	84.2%

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	56.2%	43.8%
2 nd Quartile	45.7%	54.3%
3 rd Quartile	49.5%	50.5%
4 th Quartile	49.1%	50.9%

*All statistics were compiled using the standard methodologies set out in the Regulations based on a “snapshot date” of 5 April 2019, with reference to the ACAS guidelines where appropriate.

COMMENTARY

As outlined above our mean gender pay gap as of 5 April 2019 payroll was 14.3%; this has increased year on year by 3.2%. We have relatively few high earners in the business, so any small fluctuations in the make-up of the team impacts on this figure. This year on year increase reflects the introduction of an additional role to the senior team, some internal promotions and external appointments, which changed the gender mix in relation to higher earners. The underlying reason behind Haulfryn’s gender pay gap overall, therefore, continued to be due to



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the higher representation of men in more senior roles in the business. This is evident from the fact that the median pay gap has remained at 0% (as that removes the skew).

We are starting to see a shift in our gender split across the quartiles, with an increase in representation of females in quartile 1, from 41.4% to 43.8%. This quartile includes many of the middle / junior managers and Central Services support roles. We have also seen a significant swing in quartile 2 with females now having a larger representation than males, moving from 48.6% to 54.3% year on year. This quartile represents junior managers and some of the frontline team. Quartile 3 and quartile 4 remain fairly evenly balanced and is reflective of our frontline team.

We have more females (23%) receiving a bonus than males (19.2%) for the first time since we commenced reporting our figures; however, both the mean (47.4%) and median (84.2%) bonus gaps still favour males, albeit that the gap in both measures showed a decrease on the previous year (dropping by 5.8% and 3.4% respectively). These figures reflect that whilst there has been an uplift in the number of females in commission earning roles; there remains a higher proportion of males in senior management roles who had 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 remains further work to do on reducing the gap through better representation of women in more senior roles.

This will be assisted in the forthcoming year through:

- A further increase to the female representation on the board, by the appointment of a female CEO;
- Continuing to identify a pipeline of talent within the business through our succession planning process; including encouraging more women to consider applying for management roles;
- Continuing with our Leadership Development programme and other learning programmes to support that talent in their aspirations to move into more senior roles;
- Continuing to support role flexibility and agile working.

I can confirm the above data is accurate.

*Echo Lu
Chief Executive Officer*