

Gender Pay Gap Reporting 2017

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which came into force on 6th April 2017, HLC (Wood Products) Limited is required to publish gender pay gap information on the HM Government reporting website and also on our own website. These regulations apply to all businesses that employ more than 250 people.

Unlike equal pay data, which considers the differences in pay between females and males carrying out similar jobs of equal value, the gender pay gap is a measure of the difference in the average earnings of males and females across the company as a whole, irrespective of role. Percentage figures that are positive denote higher male earnings, whereas negative percentage figures would denote higher female earnings.

Our first Gender Pay Gap report has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which shows:

- A mean gender pay gap of 12.7%
- A median gender pay gap of 16.1%
- A mean bonus gender pay gap of 57.5%
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- A bonus payment was received by 0.7% of males and 6.7% of females

Below are the quartile figures showing the proportion of each gender in each quartile pay band:

Quartile	Female	Male
Lower	9.3%	90.7%
Lower Middle	2.7%	97.3%
Upper Middle	5.3%	94.7%
Upper	2.7%	97.3%

The UK Office for National Statistics estimates that a 17.4%¹ mean gender pay gap exists across all industries in 2017. In comparison our equivalent figure is 12.7%, which is better than the national average.

HLC (Wood Products) is an equal opportunities employer. Therefore, we believe that the gender pay gap disclosed in this Report reflects structural differences in the level and types of jobs carried out by males and females within our workplaces. Our remuneration practices are designed to reward and recognise the contribution of all employees, and be free of gender bias.

In total 0.7% of males and 6.7% of females received a bonus in the 12 months to 5th April 2017, with male bonus earnings being 57.5% higher than female. These bonus figures are significantly skewed by the small number of people that received a bonus in this period.

HLC (Wood Products) is committed to reducing the gender pay gap by the active progression of females within our business. We also are positively discriminating for the recruitment of females into our business, and progress will be tracked by the annual gender pay gap report.



The data contained within this Report has been calculated using the mechanisms set out in the gender pay gap reporting legislation, in line with mandatory requirements, and I can confirm that it is accurate.

A handwritten signature in black ink, appearing to read 'David Mercer'. The signature is fluid and cursive, with a long horizontal stroke extending to the left.

David Mercer
Operations Director

Footnote:

¹ Office for National Statistics, "All Employees - ASHE: Table 1.12 Gender Pay Gap", 2017 Provisional, www.ons.gov.uk/