

2023

Gender Pay Gap Report
Hendy Group Ltd

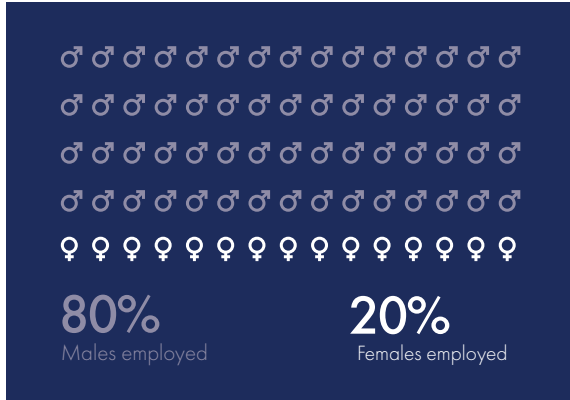


It's all about you.

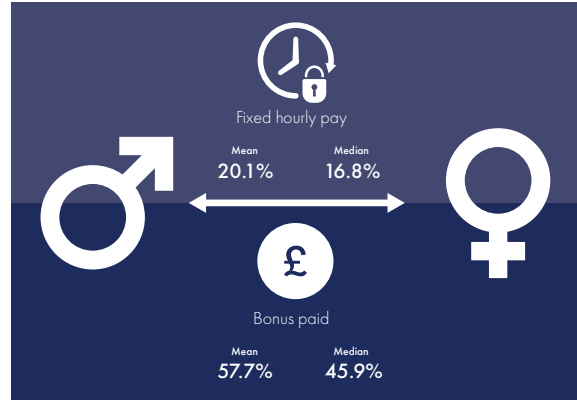
2023 Gender Pay Gap Report

The information within this report collates data from Hendy Group Ltd, henceforth referred to as Hendy Group.

We are confident that men and women are paid equally for doing the same job at Hendy Group. However, as in previous years, there is a greater proportion of men than women in senior roles, which in turn creates a gender pay gap.



Percentage of males and females employed



Pay and bonus gap

Pay and bonus gap

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

Difference between men and women		
	Mean	Median
Hourly fixed pay	20.1%	16.8%
Bonus paid	57.7%	45.9%

The **mean pay gap** is the difference between the average hourly earnings of men and women.

The **median pay gap** is the difference between the mid-points in the ranges of hourly earnings of men and women.

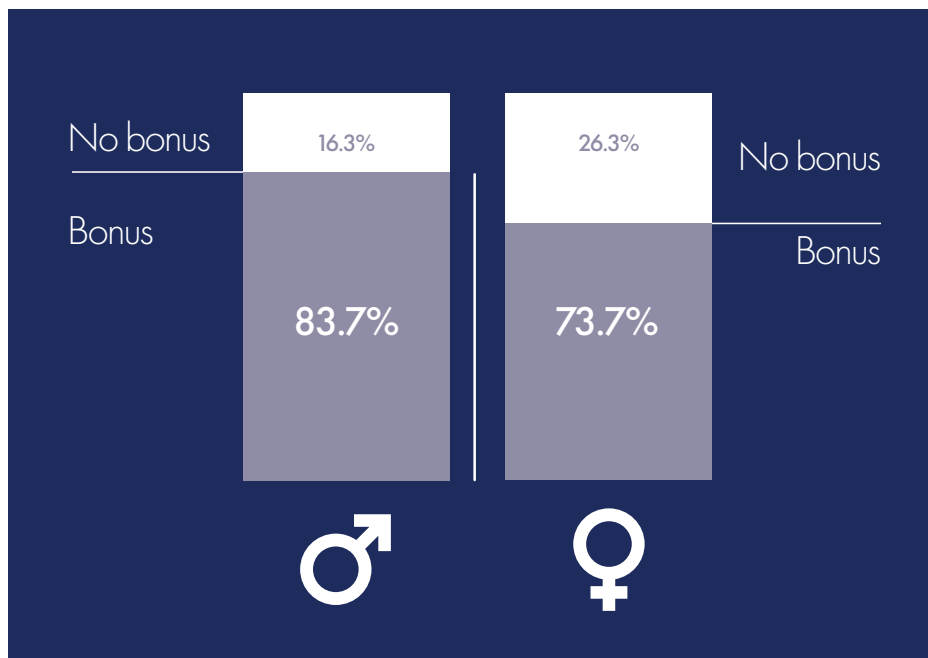
The above information shows Hendy Group’s overall mean and median gender pay gap, based on hourly rates of pay at the snapshot date of 5th April 2023. It also captures the mean and median difference between the bonuses paid to men and women at Hendy Group up to the same date.

The figures for this year for the hourly fixed pay are lower compared to 2022, which was 26.8% for the mean and 18.2% for the median.

The bonus paid and reported is based on all our colleagues. In 2022, the mean was 56.1%, an increase on last year; the median was 40%, a 5.9% increase on 2022.

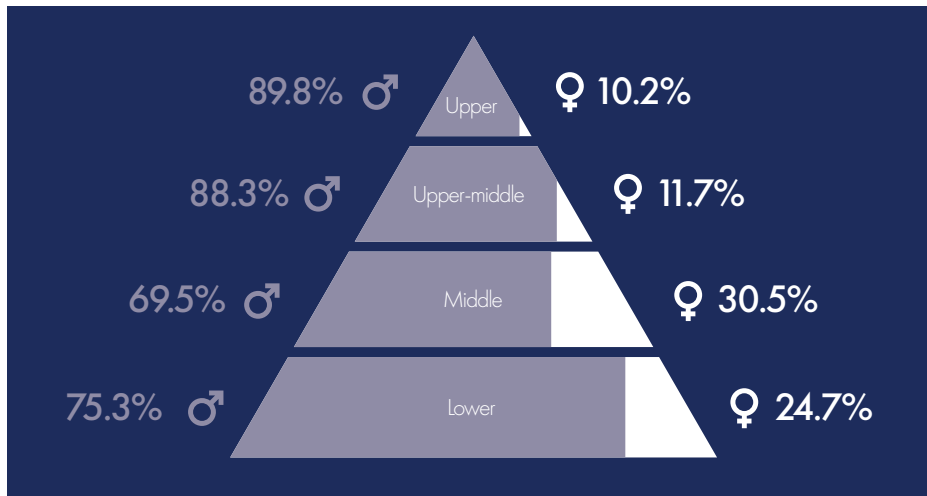
The changes may be explained by the increasing number of women eligible for a bonus payment and a review of salaries at all job levels across the Group during the last 12 months.

Proportion of colleagues awarded a bonus



This shows a 10% difference between the number of men and women being paid a bonus up to the snapshot date, which has closed the gap since 2022 by nearly 8.3%.

Pay quartiles



The above illustrates the gender split when we put in order the hourly rate of pay from highest to lowest and group into four quartiles.

The main reason for our gender pay gap is an imbalance of male and female colleagues across the company, more so in the upper quartile. That said, where men and women undertake the same role, the remuneration structure is identical. We have seen an increase of women in the upper, upper middle and lower middle quartile since 2022. The lower quartile has reduced by 2.7% since 2022.

We remain committed to creating a diverse and inclusive place to work and to addressing gender pay across the Group. We are undertaking new ways to attract new talent to help us drive an inclusive culture which will work towards closing our gap, along with continually developing our colleagues, creating a diverse succession plan through annual talent reviews and creating supervisor, management and leadership programmes through our own Academy.

I confirm that the data reported is accurate.

Sarah Martyn
Director – People & Organisational Development
