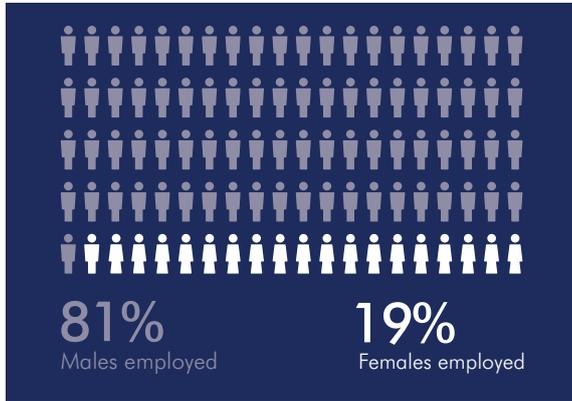


**2021**  
Gender Pay Gap Report  
Hendy Group Ltd

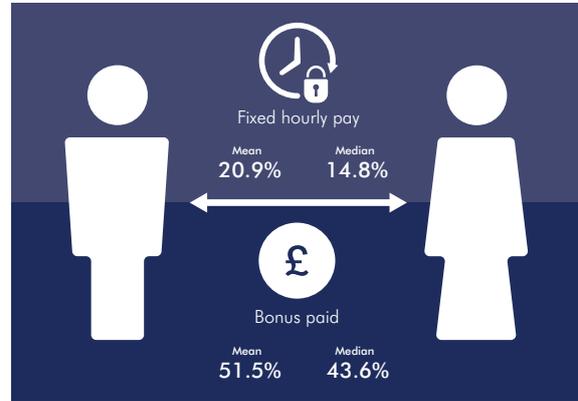
# 2021 Gender Pay Gap Report

The information within this report collates data from Hendy Group Ltd.

We are confident that men and women are paid equally for doing the same job at Hendy Group. However, as with 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 & 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	20.9%	14.8%
Bonus Paid	51.5%	43.6%

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

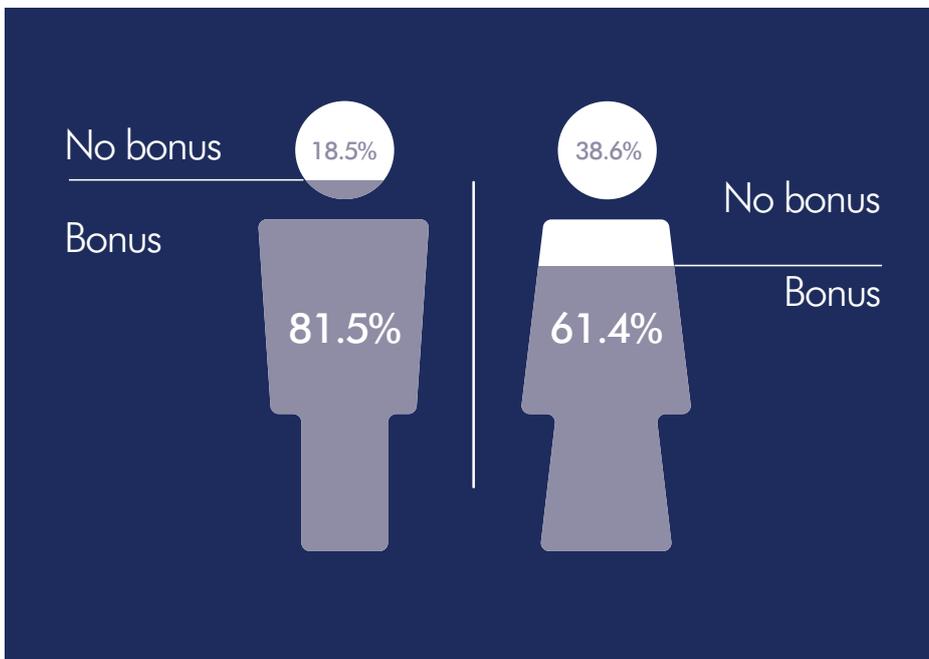
The above information shows Hendy Group's overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5th April 2021. It also captures the mean and median difference between the bonuses paid to men and women at Hendy Group Ltd up to the same date.

The figures are higher for 2021 compared to 2020 due to a high number of our colleagues being furloughed due to the impact of COVID-19 on our business. Last year these figures only represented 5% of our headcount, meaning this is therefore not a meaningful comparison. The figures for 2021 are on par with our 2019 figures (true reflection of our business) where the mean was 19.9% and median 14%.

The bonus paid and reported is based on all our colleagues. In 2019, the mean was 48.2% and median 38.7%. This shows that the bonus awarded to men and women has increased since 2019.

## Proportion of Colleagues Awarded a Bonus

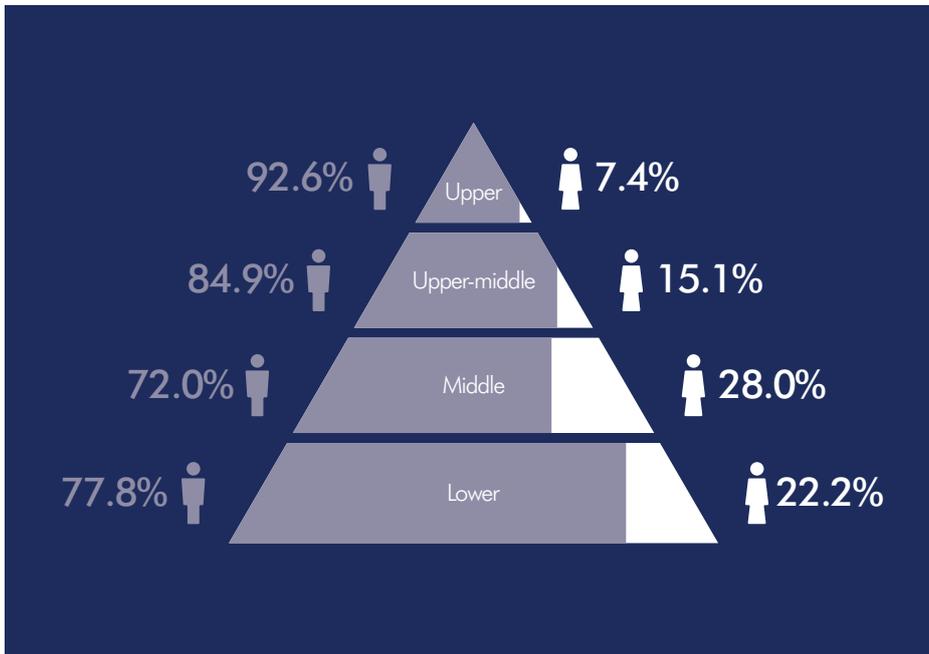
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This shows a 20.1% difference between the number of men and women being paid a bonus up to the snapshot date. In 2020 the gap was 19.3%, in 2019 it was 19.6%, in 2018 it was 13.1% and in 2017 it was 17.4% – so this has remained static since our last report.

# Pay Quartiles

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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.

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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. In saying that, where men and women undertake the same role, the remuneration structure is identical.

We remain committed to creating a diverse and inclusive place to work and to addressing gender pay across the Group.

I confirm that the data reported is accurate.

**Sarah Martyn**  
Group People Director

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